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# List of ARI Conference Papers, Journal Articles, Books, and Book Chapters: 1982-1991

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**U.S. Army Research Institute  
for the Behavioral and Social Sciences**

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## Foreword

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The U.S. Army Research Institute for the Behavioral and Social Sciences reports the findings of its research and investigations in its own series of publications (research reports, technical reports, research products, and research notes). For some time we have felt a need to list the contributions which ARI researchers make to their respective fields through other media in addition to ARI publications: Media such as books, book chapters, journal articles, and papers presented at professional conferences. The following is a list of all such items from the years 1982 through 1991. This listing helps give a truer picture of the endeavors of ARI scientists, and can serve as a valuable aid for those interested in topics covered by ARI.



EDGAR M. JOHNSON  
Acting Director

## Conference Papers

### Conference Papers

- Abel, M.H. (1986, April). Armor crewmen performance on a tank gunnery video game under varying conditions. Paper presented at the 10th Psychological Department of Defense Symposium, Colorado Springs, CO.
- Alderks, C.E. (1990, November). Vertical cohesion patterns in light infantry units. Paper presented at the 32nd annual conference of the Military Testing Association, Orange Beach, AL.
- Allender, H.J. (1987, August). Using color to reduce information processing load. Paper presented at the 95th annual convention of the American Psychological Association, New York, NY.
- Andrews, D.H., Pendergrass, V.E., & Thompson, B.C. (1986, November). In-plant formative evaluation of training device instructional subsystems. Paper presented at the Interservice/Industry Training Systems Conference, Salt Lake City, UT.
- Andrews, D.H., Singer, M.J., & Ozkaptan, H. (1987, May). Methods and data for the optimization of training systems and subsystems. Paper presented at the International Conference on Military Personnel, Luxembourg.
- Andrews, D.H., Singer, M.J., Ozkaptan, H., & Hofer, R.C. (1987, May). Optimization of training systems and subsystems. Paper presented at the International Conference on Military Personnel, Luxembourg.
- Arabian, J.M. (1985, October). Comparison of weapons systems using ability requirements scales. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Arabian, J.M. (1987, March). Job performance and Army enlistment standards: Considerations of standard setting procedures. Paper presented at the Department of Defense Conference on Job Performance Measurement, San Diego, CA.
- Arabian, J.M. (1989, August). Setting performance standards for Army enlisted jobs. Paper presented at the meeting of the American Psychological Association, New Orleans, LA.

## Conference Papers

Arabian, J.M., & Hanser, L.M. (1986, April). Army research to link standards for enlistment to on-the-job performance. Paper presented at the 10th Psychology in the Department of Defense Symposium, Colorado Springs, CO.

Arabian, J.M., & Hanser, L.M. (1986, August). Standard setting procedures: Army enlistment standards and job performance. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Arabian, J.M., & Martell, K.A. (1990, August). Scientific and policy issues in linking enlistment and performance standards. Paper presented at the meeting of the American Psychological Association, Boston, MA.

Arabian, J.M., & Mason, J.K. (1986, November). Relationship of SOT scores to Project A measures. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Arabian, J.M., McHenry, J.J., & Wise, L.L. (1988, December). Synthetic validation procedures for identifying selection composites and cut scores. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Arabian, J.M., & Schwartz, A.C. (1990, November). Job sets for efficiency in recruiting and training. Paper presented at the 32nd annual conference of the Military Testing Association, Orange Beach, AL.

Atwood, N.K. (1985, October). A systems approach to evaluating high technology training. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Atwood, N.K., Hiller, J.H., & Herman, J. (1986, November). The electronic clipboard: A central requirement for effective automation of training management in military units. Paper presented at the meeting of the Military Testing Association, New London, CT.

Baker, T.A. (1990). The effects of training strategies on assessor behavior and the accuracy of assessment center consensus ratings. Paper presented at the meeting of the American Psychological Association, Boston, MA.

Banks, J.H. (1985). Army Research Institute R&D Program on the National Training Center. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

## Conference Papers

- Banks, J.H. (1985, October). An overview of ARI's research program on the National Training Center. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Banks, J.H. (1987). Unit performance at the NTC. Paper presented at Maxwell Air Force Base, Montgomery, AL.
- Bauer, R.K., & Schlechter, T.M. (1990). Evaluation issues related to writing skills of college educated professionals. Paper presented at the annual meeting of the Mid-South Educational Research Association, New Orleans, LA.
- Bell, D.B. (1991, September). How deployment distress reduced among families during Operations Desert Shield/Storm. Paper presented at the Health Services Command 8th Users Stress Workshop, San Antonio, TX.
- Bell, D.B., & Quigley, B. (1991, August). Family factors in Operations Desert Shield and Desert Storm. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.
- Benedict, M.E. (1989, April). The effectiveness and utility of sales personnel selection devices in the armed forces. Paper presented at the Southeast I-O Psychology Conference, Tampa, FL.
- Benedict, M.E. (1990, May). Job training satisfaction in the U.S. Army: Experiences of a sample of new recruits. Paper presented at the International Job Conference on Job Satisfaction/NATO Countries, Brussels, Belgium.
- Berkowitz, M.S. (1984, April). The development and evaluation of a computer-based maintenance information system. Paper presented at the 9th Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Bessemer, D.W. (1990, November). Transfer of training with networked simulators. Paper presented at the 32nd annual conference of the Military Training Association, Orange Beach, FL.
- Bierbaum, C.R., McAnulty, M.D., & Hamilton, D.B. (1990, October). Development of interval scale measures for application in the Task Analysis/Workload (TAWL) methodology. Paper presented at the 34th annual meeting of the Human Factors Society, Orlando, FL.

## Conference Papers

- Bittner, A.C., Jr., Byers, J.C., Hill, S.G., Zaklad, A.L., & Christ, R.E. (1989). Generic workload ratings of a mobile air defense system (LOS-F-H). Paper presented at the 33rd annual meeting of the Human Factors Society, Denver, CO.
- Bittner, A.C., Jr., Christ, R.E., Wierwille, W.W., Linton, P.M., & Glenn, F.A. III. (1987). Operator Workload (OWL) program for Army systems: Overview and progress. Paper presented at the 31st annual meeting of the Human Factors Society, New York, NY.
- Black, B., & Quinkert, K.A. (1991). Networked simulation in support of NATO's future training requirements. Paper presented at the NATO Study/Advisory Group 37, Brussels, Belgium.
- Black, B.A. (1983). Job sample testing: Promises and pitfalls. Paper presented at the 25th annual conference of the Military Testing Association, Pensacola, FL.
- Black, B.A. (1985, October). Cognitive predictors of M1 tank gunner performance. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Black, B.A. (1987). Human performance testing for new military systems using SIMNET-D. Paper presented at the 29th annual conference of the Military Testing Association, Ottawa, Ontario, Canada.
- Black, B.A. (1989). Using simulation to determine future training requirements. Paper presented at the First Symposium on Interactive Networked Simulation for Training, Orlando, FL.
- Black, B.A. (1989, November). Selected armor simulation capabilities: An overview. Paper presented at the 31st annual conference of the Military Testing Association, San Antonio, TX.
- Black, B.A. (1990, March). Soldier-in-the-loop "modeling" using SIMNET-D. Paper presented at the meeting of the American Defense Preparedness Association, Gaithersburg, MD.
- Black, B.A. (1990, June). SIMNET: Combat simulation for C3 evaluation. Paper presented at the NATO Command and Control Symposium, Brussels, Belgium.
- Black, B.A., & Campbell, C.H. (1982). Combining results of independent research in tank crewman performance. Paper



## Conference Papers

presented at the annual conference of the Military Testing Association, San Antonio, TX.

Black, B.A., Witmer, B.G., & Goldberg, S.L. (1985). Performance with degraded optical and electro-optical systems. Paper presented at the 7th annual Lasers on the Modern Battlefield Conference, San Francisco, CA.

Bliss, J.P. (1990). Prediction of tank gunnery simulator performance using the APTS battery. Paper presented at the 34th annual meeting of the Human Factors Society, Orlando, FL.

Bliss, J.P., & Lampton, D.R. (1990, October). Estimation of relative target difficulty for two part-task gunnery trainers. Paper presented at the meeting of the Human Factors Society, Orlando, FL.

Bogner, M.S. (1984, April). A cybernetic model of cognitive processes. Paper presented at the 7th European meeting on Cybernetics and Systems Research, Vienna, Austria.

Bogner, M.S. (1985, July). An intelligent computerized learning environment. Paper presented at the III Conference on Simulation and Training Technology for Increased Military System Effectiveness, Arlington, VA.

Bogner, M.S., & Decanay, R.J. (1986, May). Course assembly system and tutorial environment: An evaluation. Paper presented at the National Educational Computing Conference, Dayton, OH.

Bogner, M.S., & Evans, S.M. (1988). Effects of modes of computer-based training on learning and retention. Proceedings of the 32nd annual meeting of the Human Factors Society, Anaheim, CA.

Boldovici, J.A., & Graham, S. (1985, October). Assessing tank commander proficiency on U-COFT. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Boldovici, J.A., & Sabat, S.R. (1985, September). Measuring transfer from training devices to weapon systems. Paper presented at the NATO Conference, Brussels, Belgium.

Bolin, S.F. (1985, October). Stratified testing for training evaluation. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

## Conference Papers

- Bolin, S.F. (1988, August). Systems engineering for human resources MANPRINT. Paper presented at the American Psychological Association Convention, Atlanta, GA.
- Bolin, S.F., & Nicholson, N.R. (1989, February). Crew drill models for operational testing and evaluation. Paper presented at the Military Operations Research Mini-Symposium, Alexandria, VA.
- Borman, W.C., Motowidlo, S.J., & Hanser, L.M. (1983, August). Developing a model of soldier effectiveness: A strategy and preliminary results. Paper presented at the meeting of the American Psychological Association, Anaheim, CA.
- Borman, W.C., Pulakos, E.D., & Motowidlo, S.J. (1986, August). Toward a general model of soldier effectiveness: Focusing on the common elements of performance. Paper presented at the meeting of the American Psychological Association, Washington, DC.
- Borman, W.C., White, L.A., Pulakos, E.D., & McHenry, J.J. (1989, April). Models of supervisory job performance ratings: Evaluating the effects of ratee ability, technical proficiency, temperament, and problem behavior on supervisor ratings. Paper presented at the Society of Industrial-Organizational Psychology, Atlanta, GA.
- Branson, R.K., & Farr, B.J. (1984). The job skills education program: Issues in design and development. Paper presented at the annual meeting of the Military Testing Association, Munich, Federal Republic of Germany.
- Brady, E.J., & Rumsey, M.G. (1990, November). Upper body strength and performance in Army enlisted MOS. Paper presented at the annual meeting of the Military Testing Association, San Antonio, TX.
- Brooks, J.E. (1988, April). Cooperative learning: The Army's new approach for training equipment records and parts specialists. Paper presented at the Eleventh Psychology Conference in the Department of Defense Symposium, Colorado Springs, CO.
- Brooks, J.E., & Drum, B.H. (1986, April). Remembering without awareness in a hypothesis generation task. Paper presented at the Eastern Psychological Association Conference, New York, NY.

## Conference Papers

- Brosvic, G.M., & Tremble, T.R., Jr. (1986, November). Moskos' institutional-occupational model: Reliability and validity of one operationalization. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.
- Bulger, J.P., Hill, S.G., & Christ, R.E. (1989, October). Operator workload in the Army materiel acquisition process. Paper presented at the 33rd meeting of the Human Factors Society, Denver, CO.
- Burke, B., & Lambert, G. (1988). Evaluation of a performance test used in military training: Adaptation of some text evaluation procedures. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans, LA.
- Burke, B.G., Lambert, G.L., Moffett, R.G., & Perkins, M.N. (1989). Analyzing a complex military task through observation and interview. Paper presented at the meeting of the American Psychological Association, New Orleans, LA.
- Burnside, B.L. (1982). Subjective appraisal as a feedback tool. Paper presented at the 24th annual conference of the Military Testing Association, San Antonio, TX.
- Busciglio, H.H. (1990, November). Incrementing ASVAB validity with spatial and perceptual-psychomotor tests. Paper presented at the annual meeting of the Military Testing Association, San Antonio, TX.
- Busciglio, H.H., Silva, J., & Walker, C. (1990, June). The potential of new Army tests to improve job performance. Paper presented at the Army Science Conference, Durham, NC.
- Bush, B.J. (1985, October). A study of suggestopedia at the Defense Language Institute Foreign Language Center. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Bush, B.J. (1987). Language skill change project: Background, procedures and preliminary findings. Paper presented at the annual meeting of the Military Testing Association, Ottawa, Canada.
- Bush, B.J. (1987, April). A comparison of innovative training technologies. Paper presented at the Western Psychological Association Conference, Long Beach, CA.

## Conference Papers

- Bush, B.J. (1988). Focusing training research management. Paper presented at the annual meeting of the Military Testing Association, Arlington, VA.
- Byers, J.C., Bittner, A.C., Jr., Hill, S.G., Zaklad, A.L., & Christ, R.E. (1988). Workload assessment of a remotely piloted vehicle (RPV) system. Paper presented at the 32nd annual meeting of the Human Factors Society, Anaheim, CA.
- Campbell, J.P., Hanser, L.M., & Wise, L. (1986, November). The development of a model of the Project A criterion space. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.
- Chambers, R.M., Maclay, N., Gerrits, J., & Brown, M.J. (1987, April). Speech technology for land based systems. Paper presented at the 87th conference on Speech Techniques, New York, NY.
- Chao, P.C., & Legree, P.J. (1990, November). Media selection expert systems: Integrating graphics, editing and consultation. Paper presented at the meeting of the Association for the Development of Computer-based Information Systems, San Diego, CA.
- Chao, P.C., & Legree, P.J. (1991, February). Using expert system approach to solve media selection problem: Matrix format. Paper presented at the meeting of the Association of Educational Communication Technology, Orlando, FL.
- Chao, P.C., Legree, P.J., & Gillis, P.D. (1990). Expert system approach to solve media selection problem. Paper presented at the Association for Education and Communications Technology Symposium, Athens, GA.
- Chao, P.C., Legree, P.J., Gillis, P.D., & Sanders, M.G. (1990). Expert system approach to solve media selection problem: Matrix approach. Paper presented at the Association for the Development of Computer-Based Instructional Systems, San Diego, CA.
- Chao, P.C., Legree, P.J., Gillis, P.D., & Sanders, M.G. (1991). A case study in the development of an expert system to support media selection. Paper presented at the 9th annual Technologies and Innovations in Training and Education Conference, Orlando, FL.

## Conference Papers

- Chappell, L.A., Shipman, M.G., Legree, P.J., & Sanders, M.G. (1989). An evaluation of signal pre-command course training requirements. Paper presented at the 3rd annual National Science Center Communications and Electronics Conference, National Outreach in Technology and Education, Augusta, GA.
- Christ, R.E. (1987). Prediction and evaluation of operator workload: A Manprint application. Paper presented at the 19th meeting of the DOD Human Factors Engineering Technical Group, Oxnard, CA.
- Christ, R.E. (1988). Army program for workload research. Paper presented at the 21st meeting of the DOD Human Factors Engineering Technical Group, Albuquerque, NM.
- Christ, R.E. (1988). A demonstration of the systematic organizational design (SORD) software. Paper presented at the 23rd meeting of the DOD Human Factors Engineering Technical Group, Killeen, TX.
- Christ, R.E. (1988). Operator workload assessment: Lessons learned from field research. Paper presented at the 23rd meeting of the DOD Human Factors Engineering Technical Group, Killeen, TX.
- Christ, R.E. (1991). Workload assessment and prediction: Progress and promise. Paper presented at the MANPRINT and Systems Integration Conference, Arlington, VA.
- Christ, R.E., Bittner, A.C., Jr., Hill, S.G., & Zaklad, A.L. (1987). The Operator Workload (OWL) research program. Paper presented at the 21st meeting of the Test and Evaluation Sub-Group of the DOD HFE Technical Group, Langley Air Force Base, VA.
- Christ, R.E., & Conroy, J.A. (1988). The Crew Requirements Definition System (CRDS). Paper presented at the 22nd meeting of the DOD Human Factors Engineering Technical Group, Orlando, FL.
- Christ, R.E., & Conroy, J.A. (1988). The Crew Requirements Definition System demonstration. Paper presented at the 28th Army Operations Research Symposium, Fort Lee, VA.
- Christ, R.E., & Conroy, J.A. (1989, October). Crew requirements definition system demonstration. Paper presented at the 33rd meeting of the Human Factors Society, Denver, CO.

## Conference Papers

- Christ, R.E., Conroy, J.A., & Briggs, A.L. (1988). Systematic Organizational Design (SORD) methodology demonstration. Paper presented at the 28th Army Operations Research Symposium, Fort Lee, VA.
- Christ, R.E., & Harris, R.M. (1988). OWLKNEST: An expert system to provide operator workload guidance. Paper presented at the 22nd meeting of the DOD Human Factors Engineering Technical Group, Orlando, FL.
- Christ, R.E., & Harris, R.M. (1988). Operator Workload Knowledge-based Expert System Tool (OWLKNEST) demonstration. Paper presented at the 28th Army Operations Research Symposium, Fort Lee, VA.
- Christ, R.E., Zaklad, A.L., Bittner, A.C., & Hill, S.G. (1989, October). The Army operator workload program: Review and prospects. Paper presented at the 33rd meeting of the Human Factors Society, Denver, CO.
- Christ, R.E., Zaklad, A.L., Bittner, A.C., & Hill, S.G. (1989, October). An operator workload assessment program for Army systems. Paper presented at the 33rd meeting of the Human Factors Society, Denver, CO.
- Cox, D.F. (1986, July). An analysis of the determinants of initial occupational choice. Paper presented at the 61st annual conference of the Western Economic Association International, San Diego, CA.
- Crumley, L. (1988, December). Measuring division level command and control performance. Paper presented at the meeting of the Military Testing Association, Arlington, VA.
- Czarnolewski, M.Y., & Martin, C.J. (1986, November). Correlations of computer-adaptive test time measures with thetas and a criterion measure. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.
- Czarnolewski, M.Y., & Miles, J.L. (1990). Measures of effectiveness: Increasing their sensitivity to personnel characteristics. Paper presented at the meeting of the Military Testing Association, Washington, DC.
- Dale, C. (1983, August). Multinomial probit models of military enlistments: A comparison of alternative solution algorithms.

## Conference Papers

Paper presented at the meeting of the American Statistical Association, Toronto, Canada.

Dale, C. (1984, August). A search for business cycles with spectral analysis. Paper presented at the meeting of the American Statistical Association, Philadelphia, PA.

Dale, C. (1984, November). Simulation models for Army manpower requirements. Proceedings of the 1984 Winter Simulation Conference, Dallas, TX.

Dale, C. (1989, June). The determinants of attrition from the Army selected reserves. Paper presented at the meeting of the Military Operations Research Society, Fort Leavenworth, KS.

deHaan, H.J. (1986, August). Vocal control of computer-generated map displays. Paper presented at the meeting of American Psychological Association, Washington, DC.

Devilbiss, M.C. (1987, May). Creating a positive command climate: New roles for leaders. Paper presented at the 3rd annual Leadership Research Conference, Kansas City, MO.

Devilbiss, M.C., & Siebold, G.L. (1987, April). Values and commitment in U.S. Army combat units. Paper presented at the annual meeting of the Southern Sociological Society, Atlanta, GA.

Dohme, J.A. (1982, November). Predicting attrition in the Army IERW course. Paper presented at the annual conference of the Military Testing Association, San Antonio, TX.

Dohme, J.A. (1985, October). Methodology for identification of critical visual tasks for attack helicopters. Paper presented at the 7th annual Lasers on the Modern Battlefield Conference, Presidio of San Francisco, CA.

Dohme, J.A. (1991, April). Myth and folklore in helicopter simulation. Paper presented at the NASA/FAA Helicopter Simulator Workshop, Santa Clara, CA.

Dohme, J.A. (1991, May). Transfer of training from a low cost helicopter simulator. Paper presented at the 6th annual Aviation Psychology Symposium, Columbus, OH.

Dohme, J.A., Howse, W.R., & Longridge, T.M. (1986). Helicopter glare studies. Paper presented at the 8th annual Lasers on the Modern Battlefield Conference, Presidio of San Francisco, CA.

## Conference Papers

- DuBois, R.S., & Lickteig, C.W. (1989, November). Simulation-based evaluation of a position navigation system for armor. Paper presented at the 31st annual conference of the Military Testing Association, San Antonio, TX.
- Dyer, J.L. (1982). Team training research: Into the unknown? Paper presented at the 8th Psychology Conference in the Department of Defense Symposium, Colorado Springs, CO.
- Dyer, J.L. (1989, November). Training impact analysis: Methodological considerations. Paper presented at the annual meeting of the Military Testing Association, San Antonio, TX.
- Dyer, J.L., & Lucariello, G. (1990, April). Training and certifying weapons instructors. Paper presented at the meeting of the American Education Research Association, Boston, MA.
- Dyer, J.L., Mays, P.V., & Bennett, R.H. (1982). Team performance and training for team competition. Paper presented at the 26th annual meeting of the Human Factors Society, Seattle, WA.
- Eaton, N.K. (1984, November). Trends in military selection and classification research. Paper presented at the meeting of the Military Testing Association, Munich, Germany.
- Eaton, N.K. (1985, August). Measurement of entry-level job performance. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Ekstrom, A.G. (1985). A retrospective analysis of instructional technology innovation using general systems theory. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Elig, T.W. (1989, October). Views of U.S. youth on military service and college enrollment as alternatives to full-time employment. Paper presented at the Inter-University Seminar, Baltimore, MD.
- Elig, T.W. (1989, November). An expectancy theory model of initial career decisions. Paper presented at the Military Testing Association Conference, New Orleans, LA.
- Elig, T.W. (1990, October). 1990 Army Career Satisfaction Survey. Paper presented at the meeting of the Military Testing Association, Pensacola, FL.



## Conference Papers

- Elig, T.W. (1991). Advertising and (youth and parental) perceptions of the armed forces. Paper presented at the meeting of the 97th American Psychological Association, New Orleans, LA.
- Elig, T.W. (1991, August). 1991 Surveys of Total Army Military Personnel (STAMP). Paper presented at the meeting of the ISSC and American Psychological Association, San Diego, CA.
- Elliott, G.S., Graham, S.E., and Smith, S.E. (1989, November). Assessing armor crew performance with SIMNET. Paper presented at the 31st annual meeting of the Military Testing Association, San Antonio, TX.
- Emery, C.D., & Lickteig, C.W. (1991). Training on future C<sup>2</sup> systems: Platoon leader information requirements. Paper presented at the proceedings of the 33rd annual conference of the Military Testing Association, San Antonio, TX.
- Englert, J.A. (1983, April). Encoding of superordinate frequency information. Paper presented at the meeting of the Eastern Psychological Association, Philadelphia, PA.
- Fallesen, J.J. (1991, June). User assessment of the operations planning tools. Paper presented at the 8th annual conference on Command and Control Decision Aids, Washington, DC.
- Fallesen, J.J., & Michel, R.R. (1989, May). Human performance in command and control: A laboratory approach to examine division staff planning. Paper presented at the meeting on Human Factors in Computing Systems, Austin, TX.
- Fallesen, J.J., Michel, R.R., & Carter, C.F., Jr. (1989, October). Analysis of tactical courses of action using structured procedures and automated aids. Paper presented at the 29th Army Operations Research Symposium, Fort Lee, VA.
- Farr, B.J. (1983). Army Research Institute program in basic skills training. Paper presented at the Society for Applied Learning Technology Meeting on Interactive Instructional Delivery in Military, Industrial, and Basic Skills Training and Job Performance, Orlando, FL.
- Farr, B.J. (1983). Evaluation of a spatial data management system for the Army Basic Skills Education Program. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.

## Conference Papers

- Farr, B.J. (1984). Job skills education in the Army. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Farr, B.J. (1985, March). The job skills education program: Computer systems for Army education. Paper presented at the meeting of the Association for Development of Computer-based Instructional System, Philadelphia, PA.
- Farr, B.J. (1986, April). Improving job skills performance for soldiers. Paper presented at the American Educational Research Convention, San Francisco, CA.
- Farr, B.J. (1987). Job Skills Education Program: Issues and answers. Paper presented at the Congressional Institute for the Future Conference on Technology for Literacy, Washington, DC.
- Farr, B.J. (1989). Basic skills research in the Army. Paper presented at the meeting of the Association for Providers of Employment and Training, Washington, DC.
- Farr, B.J. (1990). Army computer-based research and development. Paper presented at the Association for the Development of Computer-Based Instructional Systems, Washington, DC.
- Farr, B.J. (1990). What states can learn from new research and development. Paper presented at the National Conference on State Literacy Initiatives III, Harrisburg, PA.
- Farr, B.J., & Ward, J.S. (1988, March). The Job Skills Education Program: Technology transfer. Paper presented at the Technology in Training and Education Conference, Biloxi, MS.
- Farr, B.J., & Wilson, L.S. (1986, November). Computer-based Army job skills education. Paper presented at the meeting of the Association for Development of CBI Systems, Washington, DC.
- Finley, D.L., & York, W.J., Jr. (1990, November). A military occupational specialty research and development program: Goals and status. Paper presented at the meeting of the Military Testing Association, Orange Beach, AL.
- Finley, D.L., York, W.J., & Haught, D. (1991). Task Commonality Analysis Model (TCAM): A description of the method. Paper

## Conference Papers

presented at the 33rd annual conference of the Military Testing Association, San Antonio, TX.

Fisicaro, S.A., & Quinkert, K.A. (1989, November). An evaluation of alternative orientation indicators to accompany the CITV. Paper presented at the 31st annual conference of the Military Testing Association, San Antonio, TX.

Fletcher, J.D., & Orlansky, J. (1986, April). Recent studies on the cost-effectiveness of military training in TTCP countries. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Ford, L., Winsch, B.J., & Quinkert, K.A. (1991). Soldier's biographical characteristics as predictors of mental workload on simulated combat vehicles. Paper presented at the Southern Society for Philosophy and Psychology, Atlanta, GA.

Ford, P., Campbell, C.H., Felker, D.B., Edwards, D.C., & Rumsay, M.G. (1986, August). Comparability of hands-on and knowledge tests across nine military jobs. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Fulford, L.A., Hamilton, D.B., & Bierbaum, C.R. (1990, October). TAWL Operator Simulation System (TOSS). Paper presented at the 34th annual meeting of the Human Factors Society, Orlando, FL.

Gade, P.A. (1988, August). A lifetime experience: The long-term effects of military service. Paper presented at the American Psychological Association, Atlanta, GA.

Gade, P.A. (1989, August). Shopping for a job: Job training selection and retention in the military. Paper presented at the American Psychological Association Conference, New Orleans, LA.

Gade, P.A. (1991, August). Desert Storm and its aftermath: The life course of veterans. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.

Gade, P.A. (1991, August). The development and implementation of the Computerized Adaptive Screening Test (CAST) from a socio-historical perspective. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.

Gade, P.A., & Elder, G.H., Jr. (1991, October). Military service and the disadvantaged: A life course analysis. Paper

## Conference Papers

presented at the Inter-University Seminar on Armed Forces and Society, Baltimore, MD.

Gade, P.A., Elig, T.W., Nogami, G.Y., & Hertzbach, A. (1985, August). Motives, incentives, and key influences for enlistment, reenlistment, and attrition in the U.S. Army. Paper presented at the meeting of the American Psychological Association, San Diego, CA.

Gast, I.F., & Johnson, D.M. (1988, December). Evaluating psychomotor and spatial tests for selecting air defense gunners. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Gast, I.F., & White, L.A. (1986, November). Effects of soldier performance and characteristics on relationships with superiors. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Gilbert, A.C.F. (1984, November). Some pertinent findings in the prediction of U.S. Army officer performance. Paper presented at the meeting of the Military Testing Association, Munich, Germany.

Gilbert, A.C.F. (1986, March). Comparison of different approaches in assessing Army officer potential. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.

Gilbert, A.C.F., & Hicks, J.M. (1986, March). Possible influences on career decisions of Army officers. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.

Gilbert, A.C.F., Kelly, D.R., Tremble, T.R., & Siebold, G.L. (1987, March). Development of a scale of leader values. Paper presented at the meeting of Southeastern Psychological Association, Atlanta, GA.

Gilbert, A.C.F., Tremble, T.R., Jr., Brosvic, G.M., & Siebold, G.L. (1986, November). Military values: Structure and measurement. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Gilroy, C. (1989, March). The all-volunteer Army, fifteen years later: The impact of strategic human resources management. Paper presented at the meeting of the Southeastern Academy of Management, New Orleans, LA.

## Conference Papers

- Goble, L., Colle, H., & Holland, M.V. (1986, May). Computerized hand-held instructional prototype. Paper presented at the National Aerospace and Electronics Systems Society Conference of the Institute of Electrical and Electronics Engineers, Dayton, OH.
- Goehring, D.J. (1986, November). Automation of Army unit training. Paper presented at the meeting of the Military Testing Association, New London, CT.
- Goehring, D.J. (1987). Automated data capture: Electronic clipboard for panel discussion. Paper presented at meeting of the Military Testing Association, Ottawa, Canada.
- Goehring, D.J. (1988). Time constrained planning using simulated annealing. Paper presented at the First International Conference on Industrial and Engineering Applications of Artificial Intelligence and Expert Systems, Tullahoma, TN.
- Goehring, D.J., & Hart, R.J. (1985, October). Automated scheduling of Army unit training. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Goehring, D.J., & Hart, R.J. (1985, October). Representation and modification of human performance factors in target selection. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Goehring, D.J., & Hart, R.J. (1986). The simulated annealing algorithm applied to scheduling of Army unit training. Paper presented at the Army Science Conference, West Point, NY.
- Graham, S.E. (1985, March). Training M1 tank maintenance on MicroTICCIT. Paper presented at the Association for the Development of Computer-Based Instructional System, Philadelphia, PA.
- Graham, S.E. (1986, April). An automated classroom for armor NCO training: A model training program for Reserve Component units. Paper presented at the 10th Psychology Conference in Department of Defense Symposium, Colorado Springs, CO.
- Graham, S.E. (1987, October). Using U-COFT to evaluate armor performance. Paper presented at the meeting of the Military Testing Association, Ottawa, Ontario, Canada.

## Conference Papers

- Graham, S.E. (1988, October). Enhancing Reserve Component maintenance performance with computer-based training. Paper presented at the 16th U.S. Army Science Conference, Fort Monroe, VA.
- Graham, S.E. (1988, November). Selecting soldiers for the Excellence in Armor Program. Paper presented at the 30th annual meeting of the Military Testing Association, Arlington, VA.
- Graham, S.E. (1989, November). Modeling tank gunnery performance and mental ability. Paper presented at the 31st annual meeting of the Military Testing Association, San Antonio, TX.
- Graham, S.E. (1990, June). Soldier performance research project: Armor field and SIMNET tests. Paper presented at the 17th U.S. Army Science Conference, Durham, NC.
- Graham, S.E., & Boldovici, J.A. (1985, October). Assessing tank commander and gunner proficiency on U-COFT. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Graham, S.E., & Drucker, E.H. (1987, October). Training armor command, control and communication skills on SIMCAT. Paper presented at the meeting of the Military Testing Association, Ottawa, Ontario, Canada.
- Graham, S.E., & Elliott, G.S. (1989, November). Mental category and armor combat effectiveness. Paper presented at the 31st annual meeting of the Military Testing Association, San Antonio, TX.
- Gray, W.D. (1984). New programs succeed. Paper presented at the meeting of the Evaluation Research Society, San Francisco, CA.
- Gray, W.D. (1984, October). Implementation monitoring: A role for evaluators in helping new programs succeed. Paper presented at the meeting of the Evaluated Research Society, San Francisco, CA.
- Gray, W.D. (1985, February). Problem solving as an instructional paradigm. Paper presented at the conference on Reasoning and Higher Education, Boise, ID.
- Gray, W.D., Pliske, D.B., & Psotka, J. (1986, March). Intelligent tutor for training: The HAWK-MACH-III. Paper

## Conference Papers

presented at the meeting of the Air Defense Preparedness Association, Arlington, VA.

Hagman, J.D. (1986). Maintaining motor skill performance. Paper presented at the Army Science Conference, West Point, NY.

Hagman, J.D., & Hayes, J.F. (1985, October). Cooperative learning: Effects of task, reward, and group size on individual achievement. Paper presented at the NATO Defense Research Group Panel VIII, Brussels, Belgium.

Hagman, J.D., & Hayes, J.F. (1986). Learning cooperatively can be more effective than learning alone. Paper presented at the Army Science Conference, West Point, NY.

Hahn, H.A., Ashworth, R.L., Phelps, R.H., & Byers, J.C. (1990, October). Performance throughout and cost of in-home training for the Army Reserve: Using asynchronous computer conferencing as an alternative to resident training. Paper presented at the 34th meeting of the Human Factors Society, Orlando, FL.

Hall, J. (1988, October). A methodology for evaluating military intelligence performance. Paper presented at the 27th Army Operations Research Conference, Fort Lee, VA.

Hall, K., Legree, P.J., Gillis, P.D., & Lowry, C.A. (1990, August). Development and evaluation of a job aid for operation of the mobile subscriber radio terminal. Paper presented at the annual convention of the American Psychological Association, Boston, MA.

Hamilton, D.B., Bierbaum, C.R., & Fulford, L.A. (1990, October). Task Analysis/Workload (TAWL): A methodology to produce models to predict operator workload. Paper presented at the 34th annual meeting of the Human Factors Society, Orlando, FL.

Hamm, R.M. (1989, November). The need to consider modes of cognition in designing systems that require distributed decision making. Paper presented at the 1989 Institute of Electrical and Electronics Engineers International Conference on Systems Management and Cybernetics, Cambridge, MA.

Hamm, R.M. (1990, April). Comparison of five methods for expressing the relative importance of causal factors in predicting mission success. Paper presented at the 7th annual conference on Command and Control Decision Making, Dayton, OH.

## Conference Papers

- Hamm, R.M. (1990, June). Expressions of relative importance. Paper presented at the NAVIPS, Quarter Century of Fuzziness, University of Toronto.
- Hannaman, D.L., Freeble, J.D., & Sulzen, R.H. (1982). The prediction of casualty location in specific terrain during engagement simulation training. Paper presented at the meeting of the American Educational Research Association, New York, NY.
- Hanser, L.M., Arabian, J.M., & Martin, C.J. (1984, November). Validity of cognitive tests as predictors of Army job performance. Paper presented at the meeting of the Psychonomic Society, San Antonio, TX.
- Hanser, L.M., Arabian, J.M., & Wise, L. (1985, October). Multi-dimensional performance measurement. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Hanser, L.M., Birnbaum, A., & Bauman, R. (1989, August). Predicting task-based performance with measures of personal temperament. Paper presented at the 97th meeting of the American Psychological Association, New Orleans, LA.
- Hardy, G.D. (1987). Subject matter expert observations during focused rotations at the NTC. Paper presented at the meeting of the Military Testing Association, Ottawa, Canada.
- Hardy, G.D., & Porter, J.H. (1987). An approach to the collection and analysis of subject-matter-expert observations of FOCI of interest at the National Training Center, Fort Irwin, California, special focused operations. Paper presented at the 26th annual U.S. Army Operations Research Symposium, Fort Lee, VA.
- Hardy, G.D., & Porter, J.H. (1988). An approach to the collection and analysis of subject-matter-expert-observations on FOCI of interest. Paper presented at the meeting at the National Training Center, Fort Irwin, CA.
- Harman, J. (1984, October). Long-term evaluation of the Army's basic skills education program. Paper presented at the joint meeting of the Evaluation/Network Evaluation Research Society, San Francisco, CA.
- Harman, J. (1985, October). Applications of a portable training/testing computer. Paper presented at the meeting of the Military Testing Association, San Diego, CA.



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- Harman, J. (1989, November). Enhancing NCO's academic skills. Paper presented at the meeting of the Military Testing Association, New Orleans, LA.
- Harris, R.M., Hills, S.G., & Lysaght, R.J. (1989). Operator Workload Knowledge-Based Expert System Tool (OWLKNEST) demonstration. Paper presented at the 33rd annual meeting of the Human Factors Society, Denver, CO.
- Harris, R.M., Hills, S.G., & Lysaght, R.J. (1989). (OWLKNEST): An expert system to provide operator workload guidance. Paper presented at the 33rd annual meeting of the Human Factors Society, Denver, CO.
- Hart, R.J., & Goehring, D.J. (1985). Computer assisted scheduling of Army unit training: An application of simulated annealing. Paper presented at the annual meeting of the Western Psychological Association, Los Angeles, CA.
- Hays, R.T., & Singer, M.J. (1985, October). Training system design guidance: Accumulating and using empirical data. Paper presented at the NATO Defense Research Group Panel VIII, Brussels, Belgium.
- Haythorn, W.W. (1985, August). Requirements for a sequential, progressive development system. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Hertzbach, A. (1986, August). Army career guidance for junior and community colleges. Paper presented at the meeting of the American Psychological Association, Washington, DC.
- Hertzbach, A., & Elig, T.W. (1986, November). ROTC cadet subpopulations: Scholarship or not. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.
- Hertzbach, A., Johnson, R.M., & Knapp, D.J. (1985, October). Vocational guidance as a recruiting tool. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Heuckeroth, O.H., & Smith, N.D. (1988, December). Armed Services Vocational Aptitude Battery and vehicle identification performance relationships. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

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- Hicks, J.M. (1985, August). The Officer Corps: Research and programs. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Hicks, J.M., & Gilbert, A.C.F. (1987, March). Army officer evaluation and the chain of command. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- Hicks, J.M., & Gilbert, A.C.F. (1987, March). Some issues related to Army ROTC career choices. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- Hill, S.G., Byer, J.C., Zaklad, A.L., & Christ, R.E. (1989). Subjective workload assessment during 48 continuous hours of LOS-F-H operations. Paper presented at the 33rd annual meeting of the Human Factors Society, Denver, CO.
- Hill, S.G., & Christ, R.E. (1989, October). Operator workload knowledge-based expert system tool. Paper presented at the 33rd meeting of the Human Factors Society, Denver, CO.
- Hill, S.G., Plamondon, B.D., Wierwille, W.W., Lysaght, R.J., Dick, A.O., & Bittner, A.C., Jr. (1987). Analytical techniques for the assessment of operator workload. Paper presented at the 31st annual meeting of the Human Factors Society, New York, NY.
- Hill, S.G., Zaklad, A.L., Bittner, A.C., Jr., Byers, J.C., & Christ, R.E. (1988). Workload assessment of a mobile air defense system. Paper presented at the 32nd annual meeting of the Human Factors Society, Anaheim, CA.
- Hiller, J.H. (1983). U.S. Army unit training: Detractors and proposed solutions. Paper presented at the annual meeting of the American Psychological Association, Anaheim, CA.
- Hiller, J.H. (1985). Application of computer technologies to unit training management. Paper presented at a poster session of the American Psychological Association, Los Angeles, CA.
- Hiller, J.H., McFann, H.H., & Lehowicz, L.G. (1990). Does OPTEMPO increase unit readiness? An objective answer. Paper presented at the Army Science Conference, Durham, NC.

## Conference Papers

Hoffman, R.G. (1986, November). Post differences in hands-on task tests. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Hoffman, R.G., & Ford, P. (1986, November). Estimates of task parameters for test and training development. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Holland, M.V. (1986). Human factors specifications for a hand-held training aid. Paper presented at the National Aerospace and Electronics Systems Society Conference of IEEE, Dayton, OH.

Holland, M.V. (1987). A tri-service evaluation of a hand-held training aid. Paper presented at the meeting of the Military Testing Association, Ottawa, Canada.

Holland, M.V. (1988). How to write procedural instructions: Assessing problems and solutions. Paper presented at the meeting of the American Educational Research Association, New Orleans, LA.

Holland, M.V. (1988). The potential of a hand-held trainer for literacy instruction. Paper presented at the Adult Literacy and Technology Conference, Pittsburgh, PA.

Holland, M.V. (1989). Application of artificial intelligence to Army training problems. Paper presented at the National Society for Performance and Instruction, Tucson, AZ.

Holland, M.V. (1989). Application of natural language processing and HyperText technologies in a foreign language tutor. Paper presented at the Society for Applied Learning Technology, Arlington, VA.

Holland, M.V. (1989). Approaches to student modeling in intelligent tutoring systems. Paper presented at the 7th annual Intelligence Community AI Symposium, Reston, VA.

Holland, M.V. (1990). Issues in developing an intelligent tutor for foreign languages. Paper presented at the NASA Conference on Intelligent Computer-Assisted Training, Houston, TX.

Holland, M.V. (1990). Rationale for a natural-language based tutor for foreign language training and sustainment. Paper presented at the Computer-Assisted Language Instruction Colloquium (CALICO), Fort Meade, MD.

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Holland, M.V., & Kostyla, S. (1989). HyperCard tools for foreign language vocabulary instruction. Paper presented at the Computer-Assisted Language Instruction Colloquium (CALICO), U.S. Air Force Academy, Colorado Springs, CO.

Holland, M.V., Kostyla, S., Swartz, M.L., & Psotka, J. (1988). New technologies for foreign language training and sustainment. Paper presented at the meeting of the Military Testing Association, Arlington, TX.

Holz, R.F. (1986). Building cohesion the old way: From ground up. Paper presented at the meeting of the Military Testing Association, New London, CT.

Horey, J.D. (1985, August). The development and validation of measures of non-commissioned officer effectiveness. Paper presented at the meeting of the American Psychological Association, San Diego, CA.

Horey, J.D. (1986, March). Organizational attitudes and job performance of Army first-line supervisors. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.

Horne, D.K., & Gilroy, C.L. (1986, November). Estimation of simultaneous structural equation models: Applications in LISREL. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Horne, D.K., & Nogami, G.Y. (1988, August). An exploratory factor analysis of Army Reserve component attrition. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.

Hough, L.M., & Ashworth, S.D. (1987, April). Predicting soldier performance. Paper presented at the midyear conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Hough, L.M., Gast, I.F., White, L.A., & McCloy, R. (1986, August). The relation of leadership and individual differences to job performance. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Howse, W.R., & Dohme, J.A. (1987). Helicopter glare studies. Paper presented at the Directed Energy Workshop, U.S. Army Aviation Center, Fort Rucker, AL.

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Hunt, J.P., & Evans, K.L. (1986, October). The development and evaluation of a moving target engagement training program with the M16A1 rifle. Paper presented at the 30th annual meeting of the Human Factors Society, Dayton, OH.

Hunter, D.R. (1991, January). Human resource consideration in system design and acquisition. Paper presented at the meeting on Challenges in Aviation Human Factors: The National Plan, Vienna, VA.

Hunter, F.T. (1986, November). Relationships among precommissioning indicators of Army officer performance. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Iavecchia, H.P., & Linton, P.M. (1989). Operator workload in the UH-60 Black Hawk: Crew results vs TAWL model predictions. Paper presented at the 33rd annual meeting of the Human Factors Society, Denver, CO.

Intano, G.P., & Howse, W.R. (1990). Validation of the Army Aviator Classification process. Paper presented at the 32nd annual conference of the Military Testing Association, Orange Beach, AL.

Intano, G.P., Lofaro, R.J., & Howse, W.R. (1989). Exploratory research and development and preliminary validation of the Army Aviation Classification process. Paper presented at the 31st annual conference of the Military Testing Association, San Antonio, TX.

Intano, G.P., Pedroni, G., & Rusche, G. (1989, March). Prototypical near-infrared projection system: A potential training system for image intensifier devices. Paper presented at the meeting of the International Society for Optical Engineering Technical Symposium on Aerospace Sensing, Orlando, FL.

Irizarry, V., & Knapp, B. (1986, April). A preliminary investigation of problem solving and judgmental strategies of expert military intelligence personnel. Paper presented at the 10th Psychology in the Department of Defense Symposium, Colorado Springs, CO.

Jobe, J.B., & Witmer, B.G. (1985, October). Optimizing future armor crew performance through battlefield information systems. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

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- Johnson, D.M., & Lockhart, J.M. (1986, August). Performance of FAAD crews in the RADES testbed. Paper presented at the 16th meeting of the Quadripartite Working Group, Army Operational Research Symposium, Fort Bliss, TX.
- Johnson, D.M., & Lockhart, J.M. (1986, November). Stinger team performance in the realistic air defense engagement system (RADES). Paper presented at the meeting of the Military Testing Association, New London, CT.
- Johnson, E.M. (1982, August). The unresolved dilemma: The role of man in the systems acquisition process. Paper presented at the 1982 annual convention of the American Psychological Association, Washington, DC.
- Johnson, E.M. (1984, August). Armed Services Training and Personnel Technology Program for the 1990's. Participant, symposium presented at the 1984 annual convention of the American Psychological Association, Toronto, Canada.
- Johnson, E.M. (1984, October). New Frontiers for Human Factors Science and Technology-Defense. Participant, Symposium presented at the 1984 annual meeting of the Human Factors Society, San Antonio, Texas.
- Johnson, E.M. (1986, May). Soldiers and Unit Performance Enhancement. Paper presented at the American Defense Preparedness Association 8th annual Science and Engineering Technology Symposium. Naval Surface Weapons Center, White Oak, MD.
- Johnson, E.M. (1986, August). Problem Solving Through Research: Trends and Challenges. Invited address presented at the 1986 annual convention of the American Psychological Association, Washington, D.C.
- Johnson, E.M. (1987, August). New Directions for Military Psychology. Participant, Symposium presented at the 95th annual convention of the American Psychological Association, New York, NY.
- Johnson, E.M. (1990, November). People Research for Army Excellence. Plenary Address, presented at the 1990 IEEE International Conference on Systems, Man, and Cybernetics, Los Angeles, CA.
- Johnson, J.H., Jones, M.B., & Kennedy, R.S. (1984, November). Prediction of tank commander performance. Paper presented at

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- the meeting of the Military Testing Association, Munich, Germany.
- Johnson, R.M., Pliske, R.M., Weltin, M.M., & Frieman, R. (1984, November). Joint Optical Information Network (JOIN) research at the Army Research Institute. Paper presented at the meeting of the Military Testing Association, Munich, Germany.
- Kaplan, I.T. (1984, June). Evaluating communication in command groups. Paper presented at the Military Operations Research Society Conference, Fort Leavenworth, KS.
- Kaplan, J., & Hartel, C. (1987, October). MANPRINT methods: Development of HARDMAN III. Paper presented at the 27th annual meeting of the U.S. Army Operations Research Society, Fort Lee, VA.
- Kaplan, M. (1990, June). Issues in cultural ergonomics. Paper presented at the NATO Advanced Study Institute, Italy.
- Kearl, C.E., Horne, D.K., & Gilroy, C.L. (1989, August). Regional Army recruiting in a tight labor market. Paper presented at the meeting of the Western Economics Association, Denver, CO.
- Kearl, C.E., & Nord, R.D. (1990, June). How much soldier quality? Cost-effective recruit selection policy for a smaller Army. Paper presented at the meeting of the Army Science Conference, Durham, NC.
- Kellner, A.J., & Christ, R.E. (1988). A demonstration of the Crew Requirements Definition System (CRDS) software. Paper presented at the 23rd meeting of the DOD Human Factors Engineering Technical Group, Killeen, TX.
- Kelly, D.R. (1988, November). The relationship between leadership competency ratings and platoon cohesion. Paper presented at the meeting of the Military Testing Association, Arlington, VA.
- Kern, R.P. (1984, March). Modeling information processing in context of job training and work-site performance. Paper presented at the Tri-Services Cognitive Sciences Synthesis Conference, Monterey, CA.
- Kern, R.P. (1985). Design of computer-based tutorials: Training students to apply cognitive processing skills in the context of

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tactical training. Paper presented at the Air Force Conference on Technology in Training and Education, Colorado Springs, CO.

Kern, R.P. (1985, April). Design of computer-based tutorials: Training students to apply cognitive processing skills in the context of tactical training. Paper presented at the Air Force conference on Technology in Training and Education, Colorado Springs, CO.

Kilcullen, R.N., White, L.A., Mumford, M.D., & Mack, H. (1991, October). On the construct validity of rational biodata scales. Paper presented at the meeting of the Military Testing Association, San Antonio, TX.

Kim, S.Y., Wisher, R.A., Brundage, J.H., & Jung, G.R. (1990). Machine translation in an information management system. Paper presented at the Seoul International Conference on Natural Language Processing, Seoul, Korea.

Kimmel, M.J. (1985, October). Attitudes, preferences and career intentions of ROTC and non-ROTC students. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Kimmel, M.J. (1988, August). The Army experience: A good place to start? Paper presented at the 96th annual convention of the American Psychological Association, Atlanta, GA.

Kimmel, M.J., & Nogami, G.Y. (1986, November). How Army veterans view their military experiences. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Kincaid, J.P. (1987, May). Computer-based authoring and delivery of technical information. Paper presented at the International Conference on Military Personnel, Luxembourg.

Kincaid, J.P., Smillie, R.J., Braby, R., & Dallman, B. (1986, November). Selected technology thrusts supporting emerging training systems: Computer-based authoring. Proceedings of the 30th annual meeting of the Artificial Intelligence Society, Dayton, OH.

Knapp, D.J., & Pliske, R.M. (1986, November). An update on the Computerized Adaptive Screening Test (CAST). Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.



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- Knapp, D.J., Pliske, R.M., & Johnson, R.M. (1985, October). Efforts towards the improvement of the computerized adaptive screening test (CAST). Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Knapp, D.J., Pliske, R.M., & Johnson, R.M. (1985, October). An introduction to the computerized adaptive screening test. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Knerr, C.M., & Sticha, P.J. (1985, January). Models of learning and performance of armor skills. Paper presented at the NATO symposium on the Military Value and Cost-effectiveness of Training, Brussels, Belgium.
- Kostyla, S.J., & Holland, M.V. (1988). Individual differences in the acquisition of a second language. Paper presented at the 1989 annual convention of the American Psychological Association, New Orleans, LA.
- Kostyla, S.J., & Holland, M.V. (1990). Factors related to the acquisition, maintenance, and loss of second language skills. Paper presented at the American Educational Research Association, Boston, MA.
- Kostyla, S.J., Holland, M.V., Viscuso, S.R., & Moulin-Julian, M. (1989). A clustering approach for mapping hierarchical word relationships. Paper presented at the Military Testing Association, Gulf Shores, AL.
- Kovarik, V., & Gillis, P.D. (1991) U.S. Army development in windows-based intelligent training. Paper was demonstrated at the 1991 Conference on Intelligent Computer-Aided Training, Houston, TX.
- Krishnakumar, K.K., Sawal, D., Bailey, J.E., & Dohme, J.A. (1990, August). Synthesis of a simulator-based automated hover trainer. Paper presented at the American Institute for Aeronautics and Astronautics (AIAA) Guidance and Control Conference, Portland, OR.
- Kristiansen, D.M. (1984, April). What training is depends on who you ask. Paper presented at the 9th Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Kristiansen, D.M. (1986). An automated classroom for armor training: The role of the training technology field activity.

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Paper presented at the 10th Psychology Conference in the Department of Defense Symposium, Colorado Springs, CO.

Kristiansen, D.M. (1987). Training command, control, and communication skills with a platoon-level battlefield simulation. Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.

Lakhani, H. (1985, September). The impact of training, wages, and bonuses on Army attrition rates. Paper presented at the Atlantic Economic Conference, Philadelphia, PA.

Lakhani, H. (1988, June). The determinants of job satisfaction in Army Reserve/National Guard units: An interdisciplinary analysis. Paper presented at the Society of Behavioral Economics Conference, San Diego, CA.

Lakhani, H. (1988, June). The effect of proposed transferability of GI Bill educational benefits on Army retention and career decisions: An interdisciplinary analysis. Paper presented at the Army Science Conference, U.S. Military Academy, West Point, NY.

Lakhani, H. (1991, July). Retention cost-benefit analysis of U.S. Army junior officers: A multidisciplinary analysis. Paper presented at the 66th Annual Western Economic Association International Conference, Seattle, WA.

Lakhani, H., & Fugita, S.S. (1991, July). Reserve/Guard retention: An interdisciplinary analysis. Paper presented at the 66th annual Western Economic Association International Conference, Seattle, WA.

Lakhani, H., & Gade, P.A. (1990, June). Career decisions of dual career couples: A multidisciplinary analysis of the U.S. Army. Paper presented at the international meeting of the Western Economic Association, San Diego, CA.

Lakhani, H., & Lal, R. (1988, December). Cost-effective retention of Army West Point officers. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Lakhani, H., & Lal, R. (1989, March). Retention of young professionals: An interdisciplinary analysis of the U.S. Army. Paper presented at the Atlantic Economic Conference, Philadelphia, PA.

## Conference Papers

- Lampton, D.R. (1987). Simulation in combined arms training (SIMCAT): A low fidelity armor platoon battle simulation. Paper presented at the Society for Computer Simulation Summer Conference, Montreal, Canada.
- Lampton, D.R. (1988) Transfer of tactical training from a low fidelity simulation (PLBS) to a high fidelity simulation (SIMNET). Paper presented at the Society for Computer Simulation Summer Conference, Seattle, WA.
- Leaman, J.A., & Steinberg, A.G. (1990, August). Factor analysis versus CODA P hierarchical clustering for a leadership task analysis. Paper presented at the 98th annual American Psychological Association Conference, Boston, MA.
- Legree, P.J., Gillis, P.D., & Chao, P.C. (1991) Applying factor analysis and correlation techniques to improve intelligent system decision accuracy. Paper presented at the World Congress on Expert Systems, Orlando, FL.
- Lickteig, C.W. (1989, November). Simulation-based command, control and communication assessment for armor. Paper presented at the 31st annual conference of the Military Testing Association, New Orleans, LA.
- Lickteig, C.W., Koger, M.E., & Helin, T.F. (1990, November). Combat vehicle commander's situational awareness: Assessment techniques. Paper presented at the 32nd conference of the Military Testing Association, Orange Beach, AL.
- Lindsay, T.J., & Siebold, G.L. (1990, November). The use of incentives in light infantry units. Paper presented at the 32nd annual Military Testing Association Conference, Orange Beach, AL.
- Linguist, J.W., & Hintze, C.J. (1987, October). MANPRINT mission capability analysis. Paper presented at the 27th Army Operations Research Symposium, Fort Lee, VA.
- Linville, J.M., Obermayer, R.W., & Fallesen, J.J. (1989, May). Computer-mediated group processes in distributed command and control systems. Paper presented at the meeting on Human Factors in Computing Systems, Austin, TX.
- Lockhart, J.M. (1982). Optimizing operator performance on advanced training simulation (OOPATS). Paper presented at the Workshop on Manned Simulator Testbeds for the Defensive Air Battle, The MITRE Corporation, McLean, VA.

## Conference Papers

- Lockhart, J.M. (1982). Realistic air defense experimentation systems. Paper presented at the Workshop on Manned Simulator Testbeds for the Defensive Air Battle, The MITRE Corporation, McLean, VA.
- Lockhart, J.M. (1982). Soldier-systems integration in air defense. Paper presented at the Eighth Psychology Conference in the DOD Symposium, U.S. Air Force Academy, Colorado Springs, CO.
- Lockhart, J.M. (1983). A simulation facility for testing forward area air defense gunners. Paper presented at the 22nd annual U.S. Army Operations Research Symposium, Fort Lee, VA.
- Lockhardt, J.M. (1984) Training Developers Decision Aid (TDDA). Paper presented at the 2nd annual Air Force Conference on Technology in Training and Education, Sheppard AFB, TX.
- Lockhart, D.C., & Elig, T.W. (1988, August). Job satisfaction effects of employment options and realistic job previews. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- Lockhart, D.C., & Tremble, T.R., Jr. (1988, August). The use of Triandis' predictors of military career intentions. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- Lockhart, J.M., Johnson, D.M., & Sanders, W.R. (1987, October). Manpower, personnel, and training analysis of air defense crews in RADES. Paper presented at the 26th Army Operations Research Symposium, Fort Lee, VA.
- Lofaro, R.J., & Intano, G.P. (1989, August). Exploratory research and development: The U.S. Army aviator candidate classification algorithm. Paper presented at the 5th International Symposium of Aviation Psychologists, Columbus, OH.
- Longridge, T.M. (1988, December). Low cost visual flight simulation. Paper presented at Interservice/Industry Training Systems Conference, Orlando, FL.
- Longridge, T.M. (1989, April). An approach to Airnet program evaluation. Paper presented at the Interactive Networked Simulation for Training Research Symposium, Orlando, FL.

## Conference Papers

Longridge, T.M., Thomas, M., Fernie, A., & Williams, T. (1989, November). Design of an eye-slaved area of interest system for the simulator complexity testbed. Paper presented at the 11th Interservice/Industry Training Systems Conference, Fort Worth, TX.

Mael, F.A. (1989, November). Leadership team cohesion: Impact on soldier motivation and attitudes. Paper presented at the 31st annual conference of the Military Testing Association, New Orleans, LA.

Mael, F.A. (1990, November). What makes biodata biodata? Paper presented at the meeting of the Military Testing Association, San Antonio, TX.

Mael, F.A. (1991, August). Desire for career upward mobility and work attitudes. Paper presented at the Academy of Management, Miami Beach, FL.

Martin, C.J. (1985, October). Predicting a broad variety of criteria. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Martin, C.J., Hanser, L.M., & Park, R. (1985, November). Correlation between the officer selection battery and the ROTC basic camp student evaluation report. Paper presented at the meeting of the Psychonomic Society, Boston, MA.

Martin, C.J., Park, R.K., & Borman, D. (1986, April). Validating a computer adaptive testing system using structural analysis. Paper presented at the meeting of the American Educational Research Association, San Francisco, CA.

Martin, C.J., Rossmeissl, P.G., & Wing, H. (1983, November). Validity of cognitive tests in predicting Army training success. Paper presented at the meeting of the Psychonomics Society, San Diego, CA.

McClusky, M.R., & Atwood, N.K. (1987). A model for measuring unit performance. Paper presented at the meeting of the Military Testing Association, Ottawa, Canada.

McFann, H.H. (1989) Methods for measurement of Army unit performance at Combat Training Centers (CTC). Paper presented at the Cost Effectiveness Analysis (CEA) 11th Interservice/Industry Training Systems Conference, Fort Worth, TX.

## Conference Papers

- McFann, H.H. (1990). Relationship of resource utilization and expenditures to unit performance. Paper presented at the NATO Defense Research Group (Panel VII) RSG-15 Workshop on the Military Value and Cost-Effectiveness of Training in England.
- McFann, H.H., Banks, J.H., & McCluskey, M.R. (1991) "Chaos" in desert warfare training. Paper presented at the Society for Chaos Theory in Psychology, San Francisco, CA.
- McFann, H.H., Hiller, J.H., & McCluskey, M.R. (1990). Unit performance measurement: Concepts, techniques, and examples. Paper presented at the 58th MORS Symposium, Annapolis, MD.
- McHenry, J.J., Hoffman, R.G., & White, L.A. (1987, April). A generalizability analysis of peer and supervisory ratings. Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.
- McHenry, J.J., Wise, L.L., & Arabian, J.M. (1988, November). Synthetic validation procedures for identifying selection composites and cut scores. Paper presented at the meeting of the Military Testing Association, Arlington, VA.
- Meliza, L.L. (1985, October). Supporting the changing role of collective training developers. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Meliza, L.L. (1991). A performance management philosophy for distributed interactive simulation. Paper presented at the plenary session of the 4th Workshop on Standards for the Interoperability of Defense Simulations, Orlando, FL.
- Meliza, L.L., & Tan, S.C. (1991) Application of the SIMNET unit performance assessment system to after action reviews. Paper presented at the 13th Interservice and Industry Training Systems conference, Orlando, FL.
- Michel, R.R. (1991, June). Determining the nature of tactical decision making expertise. Paper presented at the 8th annual conference on Command and Control Decision Aids, Washington, DC.
- Miles, J.L., Jr. (1984, April). Role of human factors in the U.S. Army weapon system development process. Paper presented at the NATO Defense Research Group Panel VIII, Royal Military College of Science, Shrivenham, England.

## Conference Papers

- Miles, J.L., Jr. (1987). Quantifying manpower and personnel considerations during weapon system evaluations. Paper presented at the 27th Army Operations Research Symposium, Fort Lee, VA.
- Miles, J.L., Jr., & Kaplan, J.D. (1990). NDI: A real shortcut to system testing? Paper presented at the meeting of the Military Testing Association, Washington, DC.
- Mirabella, A. (1985, October). Research of decision aids for training design and evaluation. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Mitchell, K.J., Eaton, N.K., & Wing, H. (1985, August). Putting the "dollars" into utility analyses: More findings with the superior equivalents method. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Mitchell, K.J., & Twohig, P.T. (1984, March). Applications of cognitive processing models to military selection and classification. Paper presented at the Tri-Services Cognitive Sciences Synthesis Conference, Monterey, CA.
- Morey, J.C., Schendel, D., & Heller, F.H. (1984, April). Performance errors in unaided and stadiametric device-assisted range estimation. Paper presented at 9th Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Moses, F.L. (1984). Expert battlefield information systems for the soldier. Paper presented at the Human Factors Society and Washington Academy of Sciences Spring Symposium, Washington, DC.
- Moses, F.L. (1984-85) Intelligence vehicle integrated displays. Paper presented at the Conference on Applied Artificial Intelligence, the Data Processing Management Association, Los Angeles, CA, San Jose, CA, Washington, DC, and Boston, MA.
- Moses, F.L. (1986, August). Intelligent decision aiding for military applications. Paper presented at the Workshop on Applications of Artificial Intelligence to Military Systems, American Psychological Association Division of Military Psychology, Washington, DC.
- Moses, F.L. (1987). Symposium discussant: New directions in military psychology. Paper presented at the American Psychological Association Annual Convention, New York, NY.

## Conference Papers

- Moses, F.L. (1987). System design for operability and maintainability panel. Paper presented at the International Conference on Military Personnel and Training, National Security Industrial Association, Orlando, FL.
- Moses, F.L. (1989). Symposium discussant: Human behavior and performance as essential ingredients in realistic modeling of combat. Paper presented at the Military Operational Research Society Mini-Symposium, Newport, RI.
- Moses, F.L. (1990). The Promise of networks: Training and beyond. Paper presented at the Human Factors Society Panel "Networks and Virtual World Technologies for Training," Orlando, FL.
- Moses, F.L., & Alluisi, E.A. (1987). The art and science of measuring human performance for modeling. Paper presented at the Military Operational Research Society Symposium, Social Science Methods in Defense Analysis, Leavenworth, KS.
- Moses, F.L., & Alluisi, E.A. (1987). Wargaming: Applications of human performance models to system design and military training. Paper presented at the NATO Research Study Group 9 (RSG-9) meeting on Applications of Human Performance Models to System Design: A Technology Demonstration Workshop, Orlando, FL.
- Moses, F.L., & Alluisi, E.A. (1988). Application of simulation and training to wargaming. Paper presented at the 30th annual conference of the Military Testing Association, Arlington, VA.
- Moses, F.L., & Ehrenreich, S.L. (1981) Abbreviations for automated systems. Paper presented at the Human Factors Society Annual Meeting, Rochester, NY.
- Moses, F.L., & Knapp, B.G. (1982). Information highlighting in complex displays. Paper presented at the Human Factors and New Technology, Human Factors Association of Canada, Toronto, Canada.
- Moses, F.L., & Laveson, J.I. (1991). Changing strategies for training military units. Paper presented at NATO Workshop on Advanced Technologies Applied to Training Design, NATO DRG Panel 8 (RSG 16), Venice, Italy.
- Moses, F.L., & Lawton, G.W. (1985). Issues at the interface between human factor and artificial intelligence. Paper presented at the Human Factors Society Workshops, Atlanta, GA.



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- Moses, F.L., & Madni, A.M. (1985). An intelligent soldier-vehicle interface for future close combat vehicles. Paper presented at the IEEE International Conference on Systems, Man, and Cybernetics, Houston, TX.
- Moses, F.L., & Madni, A.M. (1986). State-of-the practice of expert system interfaces in real-time military applications. Paper presented at the Human Factors Society Workshops, Dayton, OH.
- Nelson, A. (1988, March). Microdata analysis of losses from the delayed entry program. Paper presented at the meeting of the Eastern Economic Association, Boston, MA.
- Nelson, A. (1988, April). A model of the impact of incentives on second tour performance. Paper presented at the meeting of the Operations Research Society of America/The Institute of Management Systems, Washington, DC.
- Nelson, A., Phillips, C., & Schmitz, E. (1986, April). Setting battalion recruiting missions. Paper presented at the Eastern Economic Association Conference, Storrs, CT.
- Nicholson, N.R., & Smith, N.D. (1986, April). Training development for vehicle identification: Special problems related to infrared systems. Paper presented at the 10th Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Nogami, G.Y. (1983). Retention of women in non-traditional jobs. Paper presented at the Inter-University Seminar, Chicago, IL.
- Nogami, G.Y. (1988, August). Reserve and National Guard manpower and personnel issues. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- Nogami, G.Y., & Grissmer, D.W. (1986). Impact of increased training time on National Guard retention: The National Training Center experience. Paper presented at the meeting of the Military Testing Association, New London, CT.
- Nogami, G.Y., Orthner, D.K., Bowen, G.L., & Farkas, G. (1986). Theoretical model for military family and retention research. Paper presented at the meeting of the American Psychological Association, Washington, DC.

## Conference Papers

- Nord, R.D. (1990, June). The Army manpower selection and allocation model. Paper presented at the Military Operations Research Society Symposium, Annapolis, MD.
- Nord, R.D., & Kearl, C.E. (1990, October). Estimating cost effective recruiting missions: A profit maximizing approach. Paper presented at the Joint ORSA/TIMS Conference, Philadelphia, PA.
- Nord, R.D., & White, L.A. (1988, April). An investigation of some measures of soldier performance and their role in manpower allocation. Paper presented at the meeting of Operations Research Society of America/The Institute of Management Systems, Washington, DC.
- Oliver, L.W. (1983, September). Productivity research in the Army: An overview and future directions. Paper presented at the Productivity Research and Development Planning Workshop of the Air Force Human Resources Laboratory, Brooks Air Force Base, TX.
- Oliver, L.W. (1984, April). Research integration: An essential for Department of Defense psychological research. Paper presented at the 9th Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Oliver, L.W. (1986, November). Issues involved in establishing basic skills standards. Paper presented at the meeting of the Military Testing Association, Mystic, CT.
- Oliver, L.W. (1987, August). The relationship of group cohesion to group performance: A research integration attempt. Paper presented at the meeting of the American Psychological Association, New York, NY.
- Oliver, L.W. (1988, August). Cohesion research: Conceptual and methodological issues. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- Oliver, L.W. (1990, February). The relationship of family factors to readiness: What we know, what we need to know, and what we can tell policy makers. Paper presented at the Military Family Research Review Conference, Andrews Air Force Base, MD.
- Oliver, L.W. (1991, April). Response to Gottfredson's presentation. Paper presented at the meeting of the American Education Research Association, Chicago, IL.

## Conference Papers

- Oliver, L.W., & Julien, T.D. (1989). Leader perceptions of the JRTC experience: Findings from a recent rotation. Paper presented at the meeting of the Military Testing Association, San Antonio, TX.
- Oliver, L.W., & Spokane, A.R. (1981, November). Sufficiency in the reporting of research results: Some guidelines. Paper presented at the meeting of the American Institute for Decision Sciences, Boston.
- Oliver, L.W., & Spokane, A.R. (1983, April). Construct validity in career counseling outcome measurement. Paper presented at the meeting of the American Educational Research Association, Montreal, Canada.
- Oliver, L.W., & Spokane, A.R. (1984, August). Using a meta-analytic approach to research integration. Paper presented at the meeting of the American Psychological Association, Toronto, Canada.
- Oliver, L.W., & Spokane, A.R. (1985, August). Meta-analysis of career counseling outcomes. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Oliver, L.W., & Spokane, A.R. (1988, August). Enhancing the effectiveness of career counseling interventions. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- Olson, D.M., Arabian, J.M., & Grafton, F. (1989, August). The search for low-aptitude high-performing soldiers. Paper presented at the 97th meeting of the American Psychological Association, New Orleans, LA.
- Olson, D.M., & Borman, W.C. (1985, August). Examination of individual and organizational determinants of Army performance criteria. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Olson, D.M., Borman, W.C., & Motowidlo, S.J. (1986, August). Individual differences and environmental determinants of Army performance criteria. Paper presented at the meeting of the American Psychological Association, Washington, DC.
- Orey, M.A., Legree, P.J., Gillis, P.D., & Bloom, E. (1991). A plan for the evaluation of intelligent tutoring systems. Paper presented at the 13th meeting of the Association for Educational Communications and Technology.

## Conference Papers

- Orey, M.A., Park, J.S., Chanlin, L.J., Gillis, P.D., & Legree, P.J. (1991). Intelligent multimedia training for the Signal Corps. Paper presented at the 1991 Conference on Intelligent Computer-Aided Training, Houston, TX.
- Palmer, D.R., White, L.A., & Young, M.C. (1990, November). Response distortion on the adaptability screening profile. Paper presented at the meeting of the Military Testing Association, San Antonio, TX.
- Park, R.K., & Childs, R.A. (1991, August). Assessing the equivalence of computerized and paper-and-pencil tests of spatial ability. Paper presented at the American Institutes for Research, Washington, DC.
- Park, R.K., & deVera, M.V. (1986, April). A comparison of Owen's Bayesian and maximum likelihood ability estimation techniques. Paper presented at the meeting of the American Educational Research Association, San Francisco, CA.
- Penetar, D.M., Belenky, G.L., Redmond, D.P., Pleban, R.J., & Valentine, P.J. (1988). Characterization of sleep and body composition changes during ranger training. Paper presented at the 4th Annual Conference on Military Medicine, Bethesda, MD.
- Perez, R.S., Jardine, C., & Brooks, L. (1991, September). Knowledge engineering a problem solving process. Paper presented at the ACM/IEEE International Conference of Expert Systems, Washington, DC.
- Perez, R.S., & Mirabella, A. (1985, October). Application of comparability analysis to training effectiveness assessment. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Perez, R.S., & Neiderman, E.C. (1991). Modelling the expert training developer. Paper presented at the Intelligent Computer-Aided Training Conference, NASA Houston, TX.
- Perez, R.S., & Neiderman, E.C. (1991, October). Modelling the expert training developer. Paper presented at the Workshop on Advanced Technologies Applied to Training Design, NATO RSG 16, Venice, Italy.
- Perez, R.S., Neiderman, E.C., & Guthrie, J. (1992, April). Instructional design as a problem solving task. Paper presented at the annual conference of the Americana Educational Research Association, San Francisco, CA.

## Conference Papers

- Phelps, R.H. (1991, May). Review critique and future directions: Research on course design and communication in distance education. Paper presented at the 2d Distance Education Research Symposium, University Park, PA.
- Phelps, R.H., Ashworth, R.L., & Hahn, H.A. (1990, April). Cost-effectiveness of home study using asynchronous computer conferencing for Reserve component training. Paper presented at the 12th annual Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Pierce, L. (1991, September). Target detection. Paper presented at 35th annual meeting of the Military Testing Association/Human Factors Society, San Francisco, CA.
- Pleban, R.J., & Ross, B.J. (1990, April). The effects of uncertainty of nap and work duration on cognitive performance and mood state during sustained operations. Paper presented at the 12th biennial Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Pleban, R.J., Thomas, D.A., & Thompson, H.L. (1984). Physical fitness as a moderator of cognitive work capacity and fatigue onset under sustained combat-like operations. Paper presented at the Workshop on Sustained Operations Research, Canadian Defence and Civil Institute of Environmental Medicine, Downsview, Ontario, Canada.
- Pleban, R.J., & Thompson, T.J. (1990, April). Prediction of training success in the special forces qualification course. Paper presented at the 12th biennial Psychology in the Department of Defense Symposium, Colorado Springs, CO.
- Pleban, R.J., Thompson, T.J., & Valentine, P.J. (1990, June). Ranger and special forces research: Implications for low intensity conflict training and operations. Paper presented at the 1990 Army Science Conference, Durham, NC.
- Pleban, R.J., Valentine, P.J., & Thompson, T.J. (1986). Enhancing small group cohesion and effectiveness in long range reconnaissance teams. Paper presented and published in the 10th Biennial Psychology Conference in the Department of Defense Symposium, Colorado Springs, CO.
- Pliske, D.P. (1984, April). Knowledge representations of procedural tasks. Paper presented at the conference on Intelligent Systems, Rochester, MI.

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Pliske, R.M., & Elig, T.W. (1986, November). Using focus groups in military manpower research. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Pliske, R.M., Gade, P.A., & Johnson, R.M. (1984, November). Cross-validation of the computerized adaptive screening test (CAST). Paper presented at the meeting of the Military Testing Association, Munich, Germany.

Psotka, J. (1985). Exploratory programming environments for designing ICAI. Paper presented at the 24th annual technical symposium of the ACM on Intelligent Systems, National Bureau of Standards, MD.

Psotka, J. (1985, March). Reflections on computers and metacognition. Paper presented at the meeting of the American Educational Research Association, Chicago, IL.

Psotka, J. (1985, August). A comparative perspective on the use of new technologies in business, the military, and education. Paper presented at the meeting on New Technologies and Their Implications for Education of Language Minority Students, Washington, DC.

Psotka, J., Gray, W.D., Mutter, S.A., & Swartz, M.L. (1986). Novice to expert: Implications for artificial intelligence systems. Paper presented at the 1986 Army Science Conference, West Point, NY.

Psotka, J., Gray, W.D., Mutter, S.A., & Swartz, M.A. (1986). Training: Implications of artificial intelligence systems. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Psotka, J., Holland, M.V., Swartz, M.L., Hanfling, S., & Bui, K. (1988, November). Artificial intelligence and Hypertext approaches to second language instruction. Paper presented at the Trieste International Conference on Intelligent Tutoring Systems for Second Language Learning, Trieste, Italy.

Psotka, J., & Holland, M.V. (1991, April). The technological promise of second language intelligent tutor systems in the 21st century. Paper presented at the meeting of the American Educational Research Association, Chicago, IL.

Psotka, J., Massey, L.D., & Russell, D.M. (1987, July). An overview of ARI research on intelligent computer-assisted

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instruction (ICAI). Paper presented at the TRADOC Conference on Artificial Intelligence and Robotics, Norfolk, VA.

Psotka, J., Pliske, D.B., & Gray, W.D. (1985, October). Intelligent design environments and assistant systems. Proceedings of the conference on Expert Systems in Government, Washington, DC.

Pulakos, E.D., Borman, W.C., & White, L. (1986, August). A comparison of performance ratings across nine different jobs. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Quinkert, K.A. (1989, November). Assessing tank crew performance through simulation of the CITV. Paper presented at the 31st annual conference of the Military Testing Association, New Orleans, LA.

Quinkert, K.A., & Black, B.A. (1987, October). Human performance testing for new military systems using SIMNET. Paper presented at the 29th annual conference of the Military Testing Association, Ottawa, Ontario, Canada.

Quinn, K.L., & Baker, T.A. (1990, August). Gender effects of ratee and rater group on the accuracy of ratings generated in a simulated assessment center. Paper presented at the meeting of the American Psychological Association, Boston, MA.

Rachford, D.L., & Zimmerman, R.A. (1986, November). Measurement of leader effectiveness in a tactical environment. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Rossmessl, P.G. (1986, August). Computerized approaches for estimating ability requirements. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Rossmessl, P.G., & Dohme, J.A. (1982, November). Using rating scales to determine aptitude requirements of Army systems. Paper presented at the annual conference of the Military Testing Association, San Antonio, TX.

Rossmessl, P.G., McLaughlin, D.H., Wise, L.L., & Brandt, D.A. (1985, August). The validity of ASVAB for predicting training and SOT performance. Paper presented at the meeting of the Military Training Association, San Diego, CA.

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- Rossmeissl, P.G., & Stern, B.M. (1983, November). The application of meta-analytic techniques in estimating selection/classification parameters. Paper presented at the meeting of the Psychonomics Society, San Diego, CA.
- Rossmeissl, P.G., Wise, L.L., Mitchell, K.J., & Brandt, D.A. (1985, August). Methodological issues for large scale validation analyses. Paper presented at the meeting of the American Psychological Association, San Diego, CA.
- Ruffner, J.W., & McAnulty, D.M. (1989, October). Checking out the checklist: Evaluation of a job performance aid for assessing the management of organizational resources. Presented at the meeting of Human Factors Society, Denver, CO.
- Sabol, M.A., Wisher, R.A., & Medici, C.N. (1991) Reaction time as a measurement of skill development. Paper presented at the Military Testing Association Conference, San Antonio, TX.
- Sadacca, R., Campbell, C.H., & Rumsey, M.G. (1986, November). Skill requirement influences on measurement method intercorrelations. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.
- Sadacca, R., deVera, M.V., DiFazio, A., & White, L.A. (1986, August). Weighting performance constructs in composite measures of job performance. Paper presented at the meeting of the American Psychological Association, Washington, DC.
- Sams, M.R. (1991). HARDMAN III: A patriot growth application. Paper presented at the 26th meeting of the DOD Human Factors Engineering Technical Group, Natick, MA.
- Sams, M.R., & Christ, R.E. (1988). A demonstration of the operator workload knowledge-based expert system tool (OWLKNEST) software. Paper presented at the 23rd meeting of the DOD Human Factors Engineering Technical Group, Killeen, TX.
- Sams, M.R., & Christ, R.E. (1990, October). Assessment of workload in a field environment. Paper presented at the 34th annual meeting of the Human Factors Society, Orlando, FL.
- Sarli, G.G., Johnson, D.M., & Lockhart, J.M. (1985). Chaparral crew performance in the realistic air defense engagement system. Paper presented at the 27th annual conference of the Military Testing Association, San Diego, CA.



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- Savell, J.M. (1986, April). Gender-related situational factors in sex-role attitude measurement. Paper presented at the 57th meeting of the Eastern Psychological Association, New York, NY.
- Scarville, J. (1990, February). Spouse employment in the Army: A summary of research findings. Paper presented at the Military Family Research Review Conference, Washington, DC.
- Schmitz, E.J. (1984, May). Matching people with jobs: The development of a new Army personnel allocation system. Paper presented at the Operations Research Society of America Conference, San Francisco, CA.
- Schmitz, E.J. (1988, April). The retention effects of military educational benefits. Paper presented at the meeting of the Operations Research Society of America/The Institute of Management Systems, Washington, DC.
- Schmitz, E.J. (1989, July). Estimating the usage of the Army college fund: The application of operations research to military manpower costing. Paper presented at the meeting of Economics and Mathematical Systems, Washington, DC.
- Schmitz, E.J. (1989, July). Military service and college attendance: An evaluation of the Educational Assistance Test Program. Paper presented at the Operations Research Society of America/The Institute of Management Systems meeting, Denver, CO.
- Schmitz, E.J. (1989, October). The 1994 defense budget: Framing the budgetary debate. Paper presented at the ORSA/TIMS Joint National Meeting, New York, NY.
- Schmitz, E.J., & McWhite, P. (1986, April). Evaluating the benefits and costs of the enlisted personnel allocation. Paper presented at the Operations Research Society of America/The Institute of Management Systems Conference, Los Angeles, CA.
- Schmitz, E.J., & Nord, R.D. (1988, June). The Army's Enlisted Personnel Allocation System. Paper presented at the Military Operations Research Society Conference, Monterey, CA.
- Schmitz, E.J., & Nord, R.D. (1988, June). The personnel allocation simulation system. Paper presented at the Military Operations Research Society Conference, Monterey, CA.
- Schmitz, E.J., & Weiland, T.A. (1986, April). Army educational benefits: Their effect on attrition and reenlistment. Paper

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presented at the Operations Research Society of America/The Institute of Management Systems Conference, Los Angeles, CA.

Schroeder, J.E. (1984, October). Multipurpose arcade combat simulator (MACS). Paper presented at the meeting of the Association of the United States Army, Washington, DC.

Schroeder, J.E. (1986, September). The development and testing of a videodisc simulator for training leadership. Paper presented at the 1986 Eastern Simulation Conference, Norfolk, VA.

Schurman, D.L., & Kincaid, J.P. (1988, August). Electronic information delivery at the job site. Paper presented at the Institute of Electrical and Electronics Engineers International Conference on Systems Management and Cybernetics, Beijing, China.

Schwartz, A., & Silva, J. (1990, November). The practical impact of selecting TOW gunners with a psychomotor test. Paper presented at the 32nd annual conference of the Military Testing Association, Orange Beach, AL.

Shields, J.L., & Hanser, L.M. (1987, April). Designing, planning, and selling Project A. Paper presented at the midyear conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Shlechter, T.M. (1985). CBI and student attitudes. Paper presented at the annual meeting of the Mid-South Educational Research Association, Biloxi, MS.

Shlechter, T.M. (1987, April). Grouped vs. individualized CBI training. Paper presented at the meeting of the American Educational Research Association, Washington, DC.

Shlechter, T.M. (1989, March). The effects of small group computer-based training on retention. Paper presented at the meeting of the American Education Research Association, San Francisco, CA.

Shlechter, T.M., Bessemer, D.L., & Kolosh, K.P. (1991). Role-playing and the effectiveness of a high-technology training simulator. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Shlechter, T.M., & Boldovici, J.A. (1985, October). Methodological considerations in CBI research. Paper presented

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at the meeting of the Military Testing Association, San Diego, CA.

Shlechter, T.M., & Kristiansen, D.M. (1988). Lessons rediscovered in fielding computer-based instruction in an Army training program. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.

Shlechter, T.M., Kristiansen, D.M., & Burnside, B. (1986). An integrated approach to implementing CBI in a military environment. Paper presented at the 28th international conference of the Association for the Development of Computer-Based Instruction Systems, Washington, DC.

Shlechter, T.M., & Robinson, J.A. (1987, August). Ecological perspectives on memory and Brunswik's E-O-E arc. Paper presented at the 2nd international conference on the Practical Aspects of Memory, Wales.

Siebold, G.L. (1987, April). Bonding in Army combat units. Paper presented at the annual meeting of the Southern Sociological Society, Atlanta, GA.

Siebold, G.L. (1988, November). How small unit cohesion affects performance. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Siebold, G.L. (1990, November). Cohesion on context. Paper presented at the 32nd annual conference of the Military Testing Association, Orange Beach, AL.

Siebold, G.L., & Kelly, D. (1987, May). Cohesion as an indicator of command climate. Paper presented at the Leadership Research Conference, Kansas City, MO.

Silva, J.M. (1991, August). Relationship of cognitive aptitudes to success in foreign language training. Paper presented at the meeting of the American Psychological Association, San Antonio, TX.

Silver, J.D. (1990). A training strategy for operational field test data collectors. Paper presented at the Department of Defense Human Factors Engineering Technical Group Meeting, San Diego, CA.

Silver, J.D., & Johnson, D.M. (1991). Stress and workload as a function of chemical protective ensemble. Paper presented at

## Conference Papers

the 33rd annual conference of the Military Testing Association, San Antonio, TX.

Simon, R., Risser, D.T., & Leedom, D.K. (1990, October). A model for evaluation and training in aircrew coordination and cockpit resource management. Paper presented at the 34th Human Factors Society Conference, Orlando, FL.

Simutis, Z.M. (1982). Army applications of learning strategies research. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.

Simutis, Z.M. (1983). U.S. Army research in basic skills education. Paper presented at the Tenth Worldwide Military Services Education Conference, College Park, MD.

Simutis, Z.M. (1987). Educational research: From theory to practice. Paper presented at the Twelfth Worldwide Military Services Education Conference, College Park, MD.

Simutis, Z.M. (1988). Improving soldiers performance: Ten years of basic skills research. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.

Simutis, Z.M. (1989). Army research in basic skills education. Invited paper presented at the Workplace Literary Conference, Rochester, NY.

Simutis, Z.M., & Berkowitz, M.S. (1982). The development of a computerized tutor for Military Occupational Specialty Vocabulary training. Paper presented at the annual meeting of the Military Operations Research Society, San Diego, CA.

Simutis, Z.M., & Psotka, J. (1987). What we know that we didn't know five years ago. An overview of Army research in intelligent computer-assisted instruction. Paper presented at the National Science and Communications Center, Fort Gordon, GA.

Simutis, Z.M., Ward, J.S., Harman, J., & Farr, B.J. (1988, October). Improving soldiers' basic skills. Paper presented at the 1988 Army Science Conference, Hampton, VA.

Singer, M.J., & Sticha, P.J. (1987, May). Designing efficient training device based training systems. Paper presented at the International Conference on Military Personnel and Training, Luxembourg.

## Conference Papers

Singer, M.J., & Willis, R.P. (1989, October). Data collection support of the design of training devices. Paper presented at the 33rd meeting of Human Factors Society, Denver, CO.

Smith, A.L., Jr. (1986, October). Career decision making: What's important when? Paper presented to the FY 87 Retention Symposium, San Antonio, TX.

Smith, A.L., Jr. (1986, November). Measuring factors related to reenlistment decisions. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Smith, A.L., Jr. (1988, December). Contributions of spouse related factors affecting reenlistment for enlisted personnel. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Smith, E.P., & Rossmeissl, P.G. (1986, November). Some conditions affecting assessment of job requirements. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Smith, E.P., & Walker, C.B. (1986, November). Short versus long term tenure as a criterion for validating biodata. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Smith, E.P., & Walter, M.R. (1988, November). Testing psychomotor and spatial abilities to improve selection. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Smith, E.P., Wing, H., & Arabian, J.M. (1985, November). Criterion-related validity of practice on a cognitive abilities test. Paper presented at the meeting of the Psychonomics, Boston, MA.

Smith, G.W., & Hagman, J.D. (1986, November). The Reserve component training technology field activity. Paper presented at the 8th annual Interservice/ Industry Training Equipment Conference, Salt Lake City, UT.

Smith, N.D., & Tiffany, J.R. (1988, December). MANPRINT evaluation of the theater Army medical management information system. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

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Smith, S.E., & Graham, S.E. (1989, November). Comparability of a field and SIMNET test of armor performance. Paper presented at the 31st annual meeting of the Military Testing Association, San Antonio, TX.

Smootz, E.R., & Nicholson, N.R. (1988, December). Testing Aquila, the Army's remotely piloted vehicle: Lessons learned. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Sprenger, W.D., & Fallesen, J.J. (1988, December). Complex cognitive assessment battery: Performance, demographic and attitudinal aspects. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Sprenger, W.D., Fallesen, J.J., & Riedel, S. (1988, December). Staff officer characteristics contributing to effective tactical decision making. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Steinberg, A.G. (1987, May). Using task analysis to identify Army leader job requirements. Paper presented at the 6th International Air Force Occupational Analyst Workshop, San Antonio, TX.

Steinberg, A.G. (1991, August). The perception of leader competencies. Paper presented at the 99th annual American Psychological Association Conference, San Francisco, CA.

Steinberg, A.G. (1991, October). Call-up of the individual ready reserve: Some lessons learned. Paper presented at the 33rd annual Military Testing Association Conference, San Antonio, Texas.

Steinberg, A.G., & Leaman, J.A. (1987, October). The Army leader requirements task analyses. Paper presented at the 29th annual Military Testing Association Conference, Ottawa, Canada.

Steinberg, A.G., & Leaman, J.A. (1988, August). Army leader requirements and the technical/interpersonal/conceptual model. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.

Steinberg, A.G., & Leaman, J.A. (1988, November). Army commissioned and noncommissioned officer leader requirements. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

## Conference Papers

- Steinberg, A.G., & Leaman, J.A. (1989, April). Army leader requirements: Are they sequential and progressive? Paper presented at the Leadership Conference of the Center for Army Leadership, Kansas City, MO.
- Steinberg, A.G., & Leaman, J.A. (1989, August). Dimensions of Army commissioned and noncommissioned officer leadership. Paper presented at the 97th annual American Psychological Association Conference, New Orleans, LA.
- Steinberg, A.G., & Leaman, J.A. (1989, November). Army leadership dimensions. Paper presented at the 31st annual meeting of the Military Testing Association, San Antonio, TX.
- Steinberg, A.G., & Leaman, J.A. (1990, November). Leader initiative: From doctrine to practice. Paper presented at the 32nd annual conference of the Military Testing Association, Orange Beach, AL.
- Steinberg, A.G., van Rijn, P., & Hunter, F.T. (1986, November). Leader requirements task analysis. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.
- Stewart, J.E. (1988, December). Estimating maintenance manpower requirements for the Aquila remotely piloted vehicle. Paper presented at the meeting of the Military Testing Association, Arlington, VA.
- Stewart, J.E., & Lofaro, R.J. (1990, October). A secondary analysis comparing subjective workload assessments with U.S. Army aircrew training manual ratings of pilot performance. Paper presented at the 34th Human Factors Society Conference, Orlando, FL.
- Stewart, J.E., & Shvern, U. (1988). Application of HARDMAN II methodology to the Army's forward area air defense system. Paper presented at the 32nd annual meeting of the Human Factors Society, Anaheim, CA.
- Stewart, N.K. (1988). Military cohesion: The South Atlantic Conflict of 1982. Paper presented at the meeting of the International Sociological Association, Munich, Germany.
- Stewart, N.K. (1990, July). Social Research in Navies: A Special Sociology? Paper presented at the XII World Congress of Sociology, Spain.

## Conference Papers

- Sticha, P.J., Knerr, C.M., & Goldberg, S.L. (1984, October). Application of simulation and modeling to Army training management. Paper presented at the Human Factors Conference, San Antonio, TX.
- Stoddard, M.L., Kern, R.P., & Emerson, J.D. (1986, November). A computer-based knowledge extraction tool: A step in the development of a cognitive skills tutor. Paper presented at the 28th annual conference of the Association for the Development of Computer-based Systems, Washington, DC.
- Strub, M.H. (1987, August). MANPRINT: The challenge for applied experimental and engineering psychology. Paper presented at the meeting of the American Psychological Association, New York, NY.
- Strub, M.H. (1988, August). Designer tools for predicting operator workload. Paper presented at the meeting of the American Psychological Association, Atlanta, GA.
- Sulzen, R.H. (1988). Development of observer/controller (O/C) guidebooks. Paper presented at a symposium on Unit Performance Measurement System at the National Training Center, Arlington, VA.
- Sulzen, R.H. (1988, April). Development of parsimonious and effective training for military leaders. Paper presented at the meeting of the American Education Research Association, New Orleans, LA.
- Sulzen, R.H., Laurence, M.T., & Hannaman, D.L. (1982). Developing military proficiency in Army tactical units through repeated engagement simulation exercises. Paper presented at the meeting of the American Educational Research Association, New York.
- Sulzen, R.H., Whitmarsh, P.J., & Hart, R.J. (1989, March). Effects of rifle squad repetitive training on simulated combat outcomes. Paper presented at the meeting of the American Educational Research Association, San Francisco, CA.
- Swartz, M.L., Mutter, S.A., and Psotka, J. (1987, May). An intelligent design environment for military training development. Paper presented at the National Science and Communications Center, Fort Gordon, GA.
- Swartz, M.L., & Russell, D.M. (1988, November). Intelligence tutoring systems for second language learning. Paper presented



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at the meeting on Intelligent Tutoring Systems for Second Language Learning, Trieste, Italy.

Szabo, S.M., Ruffner, J.W., Cross, K.D., & Sanders, M.G. (1986, September). Need for additional training time for Army National Guard aviators. Paper presented at the 30th annual meeting of the Human Factors Society, Dayton, OH.

Teplitzky, M.L. (1987, August). Dual Army career couples: Factors related to the career intentions of men and women. Paper presented at the meeting of the American Psychological Association, New York, NY.

Teplitzky, M.L. (1991, December). Work/family conflict and the career decisions of married junior Army officers. Paper presented at the meeting of the American Society for Public Administration, Washington, DC.

Thomas, B.W., & Gainer, C.A. (1990, May). Simulation networking: Low fidelity simulation in U.S. Army aviation. Paper presented at the meeting of the Royal Aeronautical Society, London, England.

Thompson, T.J., Pleban, R.J., Valentine, P.J., & Dewey, G.I. (1987, February). Special Forces qualification course: Selection and development. Paper presented at the U.S. Army Medical Department Professional Short Course, Walter Reed Army Institute of Research, Washington, DC.

Thordsen, M.L., Klein, G.A., Michel, R.R., & Sullivan, E.W. (1988, December). A non-obtrusive method of evaluating tactical decision making in the field. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

Tkacz, S., & Drum, B.H. (1985, February). Orientation, surrogate travel, and sender differences in videogame strategy. Paper presented at the conference on Reasons in Higher Education, Boise, ID.

Tolbert, C.A., & Phelps, R.H. (1984, October). Predecision processes: Human hypothesis testing abilities. Paper presented at the meeting of the Institute of Electrical and Electronics Engineers on Systems Management and Cybernetic Society, Halifax, Nova Scotia.

Tremble, T.R., Jr., & Brosvic, G.M. (1986). Cross validation of institutional-occupational role orientations in the military.

## Conference Papers

Paper presented at the meeting of the American Psychological Association, Washington, DC.

Tremble, T.R., Jr., & Brosvic, G.M. (1986, August). Instructional-occupational role orientations and retention in the military. Paper presented at the meeting of the American Psychological Association, Washington, DC.

Tremble, T.R., Jr., & Brosvic, G.M. (1987). Moskos' institutional-occupational orientations: A review of research from 1981-1986. Paper presented at the Leadership Research Conference, Fort Leavenworth, KS.

Turnage, J.J., & Bliss, J.P. (1989). Training transfer in a tank gunnery training system. Paper presented at the 33rd annual meeting of the Human Factors Society, Denver, CO.

Twohig, P.T. (1986, November). Issues concerning ROTC intervention programs. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Twohig, P.T., & Tremble, T.R., Jr. (1988, November). Measuring leader performance in simulated combat in the field. Paper presented at the meeting of the Military Testing Association, Arlington, VA.

van Rijn, P. (1984, February). Evaluation of the sociotechnical evaluation program at CCAD (10/83) and sociotechnical evaluation program at CCAD (6/83). Paper presented at the Research Committee lunch of the Personnel Testing Council, Washington, DC.

van Rijn, P. (1985, October). Productivity measurement: Issues and challenges. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

van Rijn, P. (1986, November). Army civilian personnel research program. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

Verdugo, N.B., & Martell, K.A. (1991, August). Enlistment plans under threat of war: The impact of Operation Desert Shield/Storm. Paper presented at the meeting of the American Psychological Association, San Francisco, CA.

Verdugo, R.R., & Verdugo, N. (1989, March). Race, overeducation and earnings: An occupation-specific analysis. Paper

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presented at the meeting of the Population Association of America, Baltimore, MD.

Walker, C.B. (1984, November). Validation of the Army's military applicant profile (MAP) against an expanded criterion space. Paper presented at the meeting of the Military Testing Association, Munich, Germany.

Walker, C.B. (1985, February). The fakability of the Army's military applicant profile. Paper presented at the national meeting of the Association of Human Resources Management and Organizational Behavior, Denver, CO.

Walker, C.B. (1985, October). Three variables that may influence the validity of biodata. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Walker, C.B. (1990, November). Issues in measuring job performance in the Army's project A. Paper presented at the conference of the Effects of HIV on Military Performance: Assessment Methodologies, Washington, DC.

Walker, C.B., White, L.A., & Schroyer, C. (1989, August). Implementing the U.S. Army's assessment of background and life experiences (ABLE). Paper presented at the meeting of the American Psychological Association, New Orleans, LA.

Weltin, M.M., Frieman, S., Elig, T., & Johnson, R. (1984, November). Predicting Army recruiters' job performance from development center ratings. Paper presented at the meeting of the Military Testing Association, Munich, Germany.

White, L.A., Borman, W.C., Hough, L.M., & Hoffman, R.G. (1986, August). A path analytic model of job performance ratings. Paper presented at the meeting of the American Psychological Association, Washington, DC.

White, L.A., Gast, I.F., & Rumsey, M.G. (1985, October). Leader behavior and the performance of first term Army enlistment. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

White, L.A., Gast, I.F., Sperling, H.M., & Rumsey, M.G. (1985, October). Influence of soldiers' experiences with supervisors on performance during the first tour. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

## Conference Papers

- White, L.A., Hanser, L.M., & Park, R. (1988). A preliminary investigation of the relationship between the ASVAB and the DLAB. Paper presented at the meeting of the Military Testing Association, Massachusetts.
- White, L.A., Mitchell, K.J., & Sachs, S.A. (1985, March). Estimating validity when criteria are polychotomous and skewed. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- White, L.A., Nord, R., & Mael, F. (1990, June). Setting enlistment standards on the ABLE to reduce attrition. Paper presented at the Army Science Conference, Durham, NC.
- Whitmarsh, P.J. (1986, November). Human factors in Army combat models. Paper presented at the meeting of the Military Testing Association, New London, CT.
- Whitmarsh, P.J. (1987). A concept and method for investigating force modernization. Paper presented at the 26th annual U.S. Army Operations Research Symposium, Fort Lee, VA.
- Whitmarsh, P.J. (1987, October). A concept and general method for investigating targeted issues at the National Training Center. Paper presented at the Military Testing Association Conference, Ottawa, Ontario, Canada.
- Whitmarsh, P.J. (1988). Prototype electronic clipboard for combat training centers. Paper presented at the Military Testing Association Symposium, Arlington, VA.
- Whitmarsh, P.J. (1989, November). Standardization of training measurement at combat training centers: Symposium proceedings. Paper presented at the 31st Military Testing Association Conference, San Antonio, TX.
- Whitmarsh, P.J., & Hamza, A.N. (1985). Types and quality of National Training Center (NTC) data. Paper presented at the meeting of the Military Testing Association, San Diego, CA.
- Wightman, D.C. (1990, August). Session chairman: Current research in aviation simulation for pilot training. Paper presented at the American Psychological Association, Boston, MA.
- Wightman, D.C., Gainer, C.A., Dohme, J., & Blackwell, N.J. (1991, November). Rotary wing transfer of training in aviation

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skills acquisition. Paper presented at the Royal Aeronautical Society Conference, London.

Wiley, L.P. (1988, April). Location recognition as a function of stimulus presentation: An evaluation of SURNOT. Paper presented at the meeting of the Southeastern Psychological Association, New Orleans, LA.

Wilson, M.J. (1989, November). Corporate image differentiation and positioning among the military services and Army components. Paper presented at the Military Testing Association Conference, New Orleans, LA.

Wing, H. (1985, October). Predicting a broad variety of criteria: Elaborating the predictor space. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Wing, H., Barge, B.N., & Hough, L.M. (1985, October). Vocational interests as predictors of Army performance. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

Winsch, B.J., Ford, L.A., & Quinkert, K. (1991). Future tank technology and subjective mental workload. Paper presented at the Southern Society for Philosophy and Psychology, Atlanta, GA.

Wise, L.L., Campbell, J.P., McHenry, J.J., & Hanser, L.R. (1986, August). A latent structure model of job performance factors. Paper presented at the meeting of American Psychological Association, Washington, DC.

Wise, L.L., & Chia, W.J. (1989, November). Refinement of the computerized adaptive screening test (CAST). Paper presented at the meeting of the Military Testing Association, San Antonio, TX.

Wise, L.L., McHenry, J.J., Campbell, J.P., & Arabian, J.M. (1987, June). The Army synthetic validation project. Paper presented to the National Academy of Sciences Committee on the Performance of Military Personnel, Santa Fe, NM.

Wise, L.L., McHenry, J.J., Rossmeissl, P.G., & Oppler, S.H. (1986, November). ASVAB validities using improved job performance measures. Paper presented at the 28th annual conference of the Military Testing Association, New London, CT.

## Conference Papers

Wisher, R.A. (1983). Artificial intelligence techniques applied to instruction. Paper presented at the U.S. Army Conference on Artificial Intelligence, Oakland, MI.

Wisher, R.A. (1983). A generative approach to teaching reading improvement by computer. Paper presented at the Society for Applied Learning Technology, Arlington, VA.

Wisher, R.A., & Kim, S.U. (1990). Machine translation in a command and control environment. Paper presented at the American Nuclear Society, Human Factor Division Conference, Nashville, TN.

Wisher, R.A., Kim, S.Y., & Meiers, C. (1990). Testing machine translation of natural languages. Paper presented at the Test Technology Symposium, Laurel, MD.

Wisher, R.A., & Sabol, M.A. (1990). Predicting the decay of mobile subscriber equipment (MSE) operator skills. Paper presented at the Army Science Conference, Durham, NC.

Wisher, R.A., Sabol, M.A., & Kern, R.P. (1991). Skill decay of Army reservists for Desert Storm mobilization. Paper presented at the Military Testing Association Conference, San Antonio, TX.

Witmer, B.G. (1984, April). Field expedient maintenance experiences of M60-series tank crewmen. Paper presented at the 9th Psychology in the Department of Defense Symposium, Colorado Springs, CO.

Witmer, B.G. (1986). Transfer of training between two tank gunnery training devices. Paper was presented at the 10th Biennial Psychology Conference in the Department of Defense Symposium, Colorado Springs, CO.

Witmer, B.G. (1986, November). Gunnery indices as measures of gunner proficiency. Paper presented at the meeting of the Military Testing Association, New London, CT.

Witmer, B.G. (1987). M1 tank degraded modes gunnery. Paper presented at the 29th annual conference of the Military Testing Association, Ottawa, Ontario, Canada.

Witmer, B.G., & Knerr, B.W. (1991, December). Guidelines for embedded training decisions. Paper presented at the 13th Interservice/Industry Training Systems Conference, Orlando, FL.

## Conference Papers

Wright, R.H. (1985, October). Test-bed simulators for research on training simulator and training process requirements. Paper presented at the meeting of the Society for the Advancement of Education's Aerospace Human Behavior Engineering Techniques, Long Beach, CA.

Wright, R.H. (1989, May). Imaging probabilities, geometry and ergonomics in limited visibility helicopter operations. Paper presented at the conference on the Effects of an Adverse Environment on Flight, Gol, Norway.

Yates, L., MacPherson, D., & Mirabella, A. (1985, October). Analytic prediction of training device effectiveness. Paper presented at the meeting of the Military Testing Association, San Diego, CA.

York, W.J., Jr., & Finley, D.L. (1990, November). Application of the job abilities assessment system to communication system operators. Paper presented at the meeting of the Military Testing Association, Orange Beach, AL.

Young, M. (1989, October). Enlistee job training satisfaction and attitudes toward employment in the Army. Paper presented at the Inter-University Seminar on Armed Forces and Society, Baltimore, MD.

## Refereed Journal Articles

### Refereed Journal Articles

- Anderson, J.W. (1985). Military heroism: An operational definition. Armed Forces and Society, 12(4), 591-600.
- Andrews, D.H., & Windmueller, H.W. (1986). Lock-step vs. free-play maintenance training device: Definitions and issues. Educational Technology, 26(7), 29-34.
- Barsam, H.F., & Simutis, Z.M. (1984). Computer-based graphics for terrain visualization training. Human Factors, 26(6), 659-665.
- Berkowitz, M.S., & Simutis, Z.M. (1983). The development of a hand-held computerized tutor for military vocabulary. Journal of Computer-Based Instruction, 9, 41-44.
- Borman, W.C., White, L.A., Pulakos, E.D., & Oppler, S.H. (1991). Models of supervisory job performance ratings. Journal of Applied Psychology, 76(6), 863-872.
- Brooks, J.E. (1985). Judgments of category frequency. American Journal of Psychology, 98(3), 363-372.
- Campbell, C.H., Ford, P., Rumsey, M.G., Pulakos, E.D., Borman, W.C., Felker, D.B., Devera, M.V., & Riegelhaupt, B.J. (1990). Development of multiple job performance measures in a representative sample of jobs. Personnel Psychology, 43(2), 277-300.
- Dale, C., & Gilroy, C. (1984). Determinants of enlistments: A macroeconomic time-series view. Armed Forces and Society, 10(2), 192-210.
- Dale, C., & Gilroy, C. (1985). Enlistments in the all-volunteer force: Note. American Economic Review, 75(3), 547-551.
- Dale, C., & Gilroy, C. (1985). The outlook for Army recruiting. Eastern Economic Review, XI(2), 107-122.
- Dallman, B., Pohlman, D., Psotka, J., Wisher, R., McLachlan, J., Wulfek, W., Jr., Ahlers, R., and Cronholm, J. (1983). TRIADS: A foundation for military CBI. Journal of Computer-Based Instruction 10, 59-61.



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- Daula, T., Smith, D.A., & Nord, R. (1990). Inequality in the military: Fact or fiction. American Sociological Review, 55(3), 714-718.
- Eaton, N.K., Wing, H., & Mitchell, K.J. (1985). Alternate methods of estimating the dollar value of performance. Personnel Psychology, 38(1), 27-40.
- Friedman, L., Leedom, D.K., & Howell, W.C. (1990). A new approach toward diagnosing military aircraft accidents. Military Psychology, 3(2), 113-126.
- Gade, P.A., Lambert, J.V., Shields, J.L., & Dressel, J.D. (1984). Incentive to listen: Training people to listen to time-compressed speech. Human Learning, 3(2), 97-107.
- Gade, P.A., & Mills, C.B. (1989). Listening rate and comprehension as a function of preference for and exposure to time-altered speech. Perceptual and Motor Skills, 68(2), 531-538.
- Gettys, C.F., Pliske, R.M., Manning, C., & Casey, J.T. (1985). An evaluation of human act generation performance. Organizational Behavior and Decision Processes, 39(1), 23-51.
- Gilroy, C.L., Phillips, R.L., & Blair, J.D. (1990). The all-volunteer army: Fifteen years later. Armed Forces and Society, 16(3), 329-350.
- Guadagnoli, M.A. (1990). Accuracy of pace count as a distance estimation procedure. Military Psychology, 2, 183-191.
- Hagman, J.D. (1983). Presentation- and test-trial effects on acquisition and retention of distance and location. Journal of Experimental Psychology: Learning, Memory and Cognition, 9, 334-345.
- Hagman, J.D., & Rose, A.M. (1983). Retention of military tasks: A review. Human Factors, 35, 199-213.
- Headley, D.B., Clark, J.B., & Whittenburg, J.A. (1989). Sustained operations of artillery crews in NBC and non-NBC conditions. Military Medicine, 154(10), 511-512.
- Horne, D.K. (1985). Modeling Army enlistment supply in the all-volunteer force. Monthly Labor Review, 108(8), 35-39.

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- Horne, D.K. (1987). The impact of soldier quality on Army performance. Armed Forces and Society, 13(3), 443-455.
- Horne, D.K., & Welton, M.M. (1986). Motivation and career intentions. Journal of Behavioral Economics, Fall XV, 29-42.
- Hough, L.M., Eaton, N.K., Dunnette, M.D., Kamp, J.D., & McCloy, R.A. (1990). Criterion-related validities of personality constructs and the effect of response distortion on those validities. Journal of Applied Psychology Monograph, 75(5), 581-595.
- Hunter, D.R., & Burke, E.F. (1987). Computer-based selection testing in the Royal Air Force. Behavior Research Methods, Instruments, & Computers, 19(2), 243-245.
- Johnson, E.M., & Freedy, A. (1982). Human factors issues in computer management of information for decision making. IEEE Transactions on Systems Management and Cybernetics, SMC-12, 437-438.
- Kearl, C.E., Horne, D.K., & Gilroy, C.L. (1990). Army recruiting in changing environment. Contemporary Policy Issues VIII, (4), 68-78.
- Lakhani, H. (1991, January). The determinants of job satisfaction in U.S. Army Reserve/National Guard units: An interdisciplinary analysis. Handbook of Behavioral Economics, 24, 237-252.
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